

**AGREEMENT**

**BETWEEN**

**THE CITY OF MANCHESTER, NEW HAMPSHIRE**

**AND**

**MANCHESTER ASSOCIATION OF FIRE SUPERVISORS**

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**FOR THE PERIOD COVERING JULY 1, 2015 TO JUNE 30, 2016**

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**AGREEMENT**  
**BETWEEN**  
**THE CITY OF MANCHESTER, N.H.**  
**AND**  
**MANCHESTER ASSOCIATION OF FIRE SUPERVISORS**

The City of Manchester, N.H. (hereinafter referred to as the "City" and the Manchester Association of Fire Supervisors (MAFS) (hereinafter referred to as the "Association") agree as follows:

**ARTICLE 1**

**GENERAL**

**1.1** The purposes of this agreement are to increase general efficiency in the Manchester Fire Department (hereinafter referred to as the "Department"), to maintain harmonious relationships between the Department and its employees and to promote the morale, welfare, rights and wellbeing of the employees of the Department. All provisions of this agreement are to be construed so as to effectuate these purposes.

**ARTICLE 2**

**RECOGNITION**

**2.1** The City hereby recognizes the Association as the exclusive representative and sole bargaining agent, for the purpose of collective negotiations, for all District Fire Chiefs, Equipment Maintenance Superintendent and the Fire Marshal excluding all other Fire Department employees and personnel.

**2.2** It is further agreed that if at any time in the future the City establishes a Centralized Garage operation which includes the maintenance and repair of Fire Department equipment the position of Equipment Maintenance Superintendent may be transferred to the Centralized Garage without grievance. The incumbent in the position at the time of such transfer shall retain his current retirement rights.

**ARTICLE 3**

**MANAGEMENT RIGHTS**

**3.1** Except as otherwise specifically provided herein, the management of the Fire Department in all its phases and details shall remain vested exclusively in the Chief or his designee. The Chief or his designee shall have all jurisdiction over all matters concerning the management of the Department, including, but not limited to: the direction of the work force, the establishment of proper rules and regulations, the right to hire, promote, suspend, discipline or discharge for proper cause, relieving employees from duty for lack of work or funds, the right to decide job qualifications under the City Classification and Compensation Plan, the right to abolish positions, the right to determine schedules of work, the right to determine the methods, processes and manner of performing work and the general control of all of the operations of the Department. It is agreed that these enumeration's of management rights shall not be deemed to exclude other proper management rights not specifically herein enumerated.

**3.2** The Chief or his designee, in exercising these functions, will not discriminate against any employee because of his or her membership in the Association.

**3.3** The right of any public agency or private individual(s) or business (es), to contract for work of the nature ordinarily performed by bargaining unit members shall not be affected by this agreement.

**3.4** The Chief or his designee shall give consideration to, but shall not be bound by the recommendations of the Insurance Service Organization as to standards in determining the number and types of equipment and the personnel requirements necessary to effectively operate the Department.

**3.5** The City and the Association agree not to discriminate in any way against employees covered by this Agreement on account of religion, race, creed, color, national origin, marital status, sexual orientation, sex, age or physical handicap, except where age or physical condition are bona fide qualifications for employment.

**ARTICLE 4**

**RIGHTS AND DUTIES OF ASSOCIATION MEMBERSHIP**

**4.1** The City and the Association agree that there shall be no discrimination, interference, restraint or coercion against any bargaining unit member because of membership or non-membership in the Association, or because of presenting a grievance, or against any employee who may represent others in the discharge of his/her duties as a member of any committee of the Association.

**4.2** The Association agrees for itself and its members to perform loyal and efficient work and service, and to use its best efforts to promote and advance the interest of the Department.

**4.3** The Association agrees that it will not interfere with the rights of any or all non-members employed by the Department.

**ARTICLE 5**

**DUES DEDUCTION**

**5.1** Upon individually written authorization by the bargaining unit member and approved by the Association President, the City agrees to deduct from the pay of each Association member so authorized the current Association dues, as certified to the City by the Treasurer of the Association, and deliver the same to the Association Treasurer. Dues payments shall be transmitted weekly to the Association's depository, provided such weekly transmittal is approved by the Finance Director and does not incur a substantial increase in the City's costs of processing such payments. Said deduction shall be made weekly. However, if a member has no check coming to him/her or the check is not large enough to satisfy the assignments, then and in that event no collection will be made from said member for that week.



**ARTICLE 6**

**MAINTENANCE OF MEMBERSHIP**

**6.1** Each member of the bargaining unit who, on the effective date of this Agreement, is a member of the Association and each employee who becomes a member of the bargaining unit and the Association after that date shall continue his/her membership in the Association during the duration of this Agreement; provided, however, that an employee may at his/her discretion, and in writing, withdraw his/her membership from the Association within twenty (20) calendar days prior to the anniversary date thereafter.

**ARTICLE 7**

**STRIKES AND LOCKOUTS PROHIBITED**

**7.1** Under no circumstances will the Association cause, encourage, sponsor or participate in any strike, sit-down, stay-in, stay-out, sick-in, sick-out, work slowdowns, picketing or patrolling of any kind, multiple resignations, withholding of services or any curtailment of work or restriction or interference with the operations of the Department or the City of Manchester during the term of this agreement. In the event of any such activity, neither the Chief or his designee nor the City shall be required to negotiate on the merits of the dispute which gave rise to such activity until any and all such activity has ceased.

**7.2** Should any employee or group of employees covered by this agreement engage in any activity prohibited by Section 7.1 above, the Association shall forthwith disavow any such activity and shall take all reasonable means to induce such employee or group of employees to terminate such activity forthwith, including but not limited to any and all disciplinary measures which may be taken pursuant to the Association's Constitution and By-Laws as from time to time amended.

**ARTICLE 8**

**SENIORITY**

**8.1** The Chief or his designee shall establish a Seniority List of all Department employees in the bargaining unit, and it shall be brought up to date by January 5th of each year and immediately posted thereafter on the Central Fire Station bulletin board for a period of not less than thirty (30) days, and a copy of the same mailed to the Association Secretary. Any objection to the Seniority List as posted shall be reported to the Department within fifteen (15) days from the date said list is posted, or it will stand approved.

**8.2** Seniority for the purposes of this Agreement shall be based upon the employee's time in grade throughout the bargaining unit.

**8.3** Whenever two (2) District Fire Chiefs are working on the same shift, the most junior in rank may be assigned on a daily basis to fill a vacant line officer's position, in order to keep the company in service, or to fill a vacant staff officer's position, i.e., labor grade 22 or above. District Chiefs so assigned will be paid on a plus rate basis in accordance with City Ordinance 18-56, when applicable, provided, however, they will be eligible for payment on a daily basis.

In the event that a District Chief scheduled for duty is not available for any reason for a week or more, the Fire Chief or his designee shall have the right to assign said District Chief's duties as he sees fit; however, if assigned, the duties must be assigned to an officer of at least a pay grade 25 or above.

**ARTICLE 9**

**PERSONNEL REDUCTION**

**9.1** If the City decides to reduce the Department personnel covered by this Agreement, the employee with the least seniority in the bargaining unit shall be-laid off first and rehired in the inverse order of layoff. No new bargaining unit members shall be hired until all employees who have been laid off for twenty-six (26) months or less have been given an opportunity to return to work.

**9.2** Employees who are laid off shall have recall rights in the inverse order of the layoff; that is, the last person laid off shall have first right to recall if he/she has the qualifications for the job to be performed.

Employees shall have recall rights for a period of twenty-six (26) months from the date laid off.

Employees who are laid off shall be responsible for notifying the Personnel Department of any change of address.

**9.3** When a vacancy in the bargaining unit occurs from which the employee was laid off, then he/she shall be notified by certified mail at his/her last known address to contact the Department. The employee shall have twenty-one (21) calendar days from the date of notification to be available to return to work.

If the employee does not reply to the notification within twenty-one (21) calendar days then such employee's name shall be removed from the recall list and no further consideration shall be given to the recall of said employee. If the employee contacts the Department within the twenty-one (21) calendar days but is not able to report to work, due to health, physical or other sound reasons then such employee shall be passed over

for the immediate recall, but shall remain on the list for future recall within the agreed to 26 month period.

**9.4** During the time an employee is laid off he/she shall retain seniority rights but shall not accrue any benefits during the time of layoff. Such retention of seniority rights shall not extend beyond 26 months from the date the employee was laid off.

**ARTICLE 10**

**WORK WEEK, OVERTIME AND EXTRA DUTY DAYS**

**10.1** The work schedule shall be a 24 hour on 72 hour off shift system which shall be the same as the schedule for the line firefighters as specified in the Local #856 IAFF collective bargaining agreement or any amendment or memorandum of understanding pertaining to such work schedule.

In addition, the Fire Chief or his designee shall retain the right to assign a different schedule to District Chiefs assigned to a shift, for special projects to meet the Department's training needs or to meet extraordinary circumstances not created by the Department. Additional assignments for other special projects may be made upon mutual agreement of the parties.

The work week for the Equipment Maintenance Superintendent shall be forty (40) hours per week, as in the past. This work week will be further defined as Monday thru Friday from 07:00 Hours until 15:30 Hours. This schedule may be modified to meet the operational objectives of the Central Fleet Manager with the approval of the Chief of the Department.

**10.2** Payment for Shift Coverage

Employees in the bargaining unit who work additional hours to cover a shift for another employee shall be compensated by the payment of one and one-half (1½) times their regular hourly rate for hours actually worked.

**10.3** The Equipment Maintenance Superintendent shall be paid at the rate of time and one-half the regular hourly rate for hours actually worked in excess of the regular work schedule.

**ARTICLE 11**

**SALARIES**

**11.1** Effective July 1, 2016 the salary schedule shall not increase

**11.2** Advancement Within The Pay Scale. Employees shall be advanced to the higher rates within the range as recommended by the Fire Chief and approved by the Human Resources Director, based on the manner of job performance and length of service. Such advancement shall be made yearly until the employee has reached the maximum base rate of the class grade for the position.

**11.3** Longevity Rates. In addition to base pay, the City will provide longevity pay in accordance with the following schedule:

1. After five (5) years continuous employment, an additional three percent (3%) shall be added to the employee's base pay;
2. After ten (10) years continuous employment, an additional three percent (3%) shall be added to the employee's base pay;
3. After fifteen (15) years continuous employment, an additional three percent (3%) shall be added to the employee's base pay;
4. After twenty (20) years continuous employment, an additional three percent (3%) shall be added to the employee's base pay;
5. After twenty-five (25) years continuous employment, an additional three percent (3%) shall be added to the employee's base pay;
6. After thirty (30) years continuous employment, an additional three percent (3%) shall be added to the employee's base pay;

7. After thirty-five (35) years continuous employment, an additional three percent (3 %) shall be added to the employee's base pay.

When an employee has reached the years of service milestone in the above schedule, such employee shall be granted an additional pay step within the pay grade to which the employee's class has been assigned. The years of service milestone is the anniversary date of the employee's date of hire with the City. An employee who has reached the maximum step in the pay grade to which the employee's class has been assigned shall be entitled to the above longevity adjustments in base pay.

**11.4** Employees in the bargaining unit shall be subject to the employee performance evaluation program as adopted by the City.

**11.5** Outstanding performance evaluation bonus payments will cease, effective on date of ratification.

**11.6** **A-Steps** The parties agree as to the qualifications for the so called Yager/Decker A-Steps as set forth in a memorandum from the Manchester Fire Department Training Division dated March 4, 1999.

All members of the bargaining unit shall be eligible for an A-Step by achieving a bachelors' degree in any field of study.

**11.7** In the event that another Affiliated or Non-Affiliated group agrees to any COLA increase the Local can enhance this Article with that language at the Locals discretion.



**ARTICLE 12**

**STANDBY AND CALLBACK PAY**

**12.1** Standby pay for the Equipment Maintenance Superintendent shall be \$85.00 per week; effective July 1, 2003, \$135.00 per week\*, for a full seven (7) calendar days of standby, in accordance with the policies now in effect and in accordance with the following schedule:

(a) All Standby pay shall be compensated effective July 1, 2003, \$5.0625 per hour as defined below.

(b) Two and one third (2 1/3) hours of standby pay for Monday, Tuesday, Wednesday and Thursday.

(c) Three and one third (3 1/3) hours of standby pay for Friday.

(d) Seven (7) hours of standby pay for Saturday, Sunday or Holiday day.

(e) Compensate employees at three and one third (3 1/3) hours of standby pay for Monday, Tuesday, Wednesday, or Thursday if such day precedes a Holiday.

**12.2** Payment of time and one half for callback shall not be affected by hours worked in a week.

**12.3** Effective July 1, 2015 or the date of ratification of this Agreement, whichever occurs later, bargaining unit members who are called back to duty shall be paid for a minimum of three (3) at the rate of time and one-half their regular hourly rate.

**12.4** Any member of the bargaining unit on standby who is called in shall be paid a minimum of three (3) hours at the rate of time and one-half their regular hourly rate.

In the event the City agrees to a payment for Standby and Callback Pay, with the Manchester Professional Firefighters Association, Local 856, IAFF the

Equipment Maintenance Superintendent shall receive the greater amount on the same effective date as it applies to Local 856.

## **ARTICLE 13**

### **HOLIDAYS**

**13.1** Compensation for Holidays shall be paid as provided below. In addition, whenever additional days are proclaimed as Holidays for municipal employees by the Board of Mayor and Aldermen, employees in the bargaining unit shall be paid for such holidays.

**13.2** Holiday pay for each holiday shall be computed at one-fifth (1/5) of a normal week's pay. Effective July 1, 2010, holiday pay for each holiday shall be computed at one-fourth (1/4) of a normal week's pay. The holidays are New Year's day, Civil Rights Day, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Columbus Day, Biennial Election Day, Veterans' Day, Thanksgiving Day and Christmas Day.

The Equipment Maintenance Superintendent shall have the day off with pay.

**13.3** An employee in the bargaining unit shall forfeit his right to payment for any holiday if he has an unexcused absence on the last regular work day preceding such holiday or on the next regular work day following such holiday.

**ARTICLE 14**

**SICK LEAVE**

**14.1** All employees in the bargaining unit are entitled to sick leave credit at the rate of one and one-quarter (1 1/4) working days with pay for each completed month of service.

New employees hired into the bargaining unit after July 20, 2004, or the ratification date of this Agreement, whichever comes sooner, shall be entitled to paid sick leave which shall accrue at the rate of one-half (1/2) work day for each completed month of service. Accrual shall include the probationary period, but employees will not be allowed to use sick leave until they have satisfactorily completed the probationary period.

**14.2** Sick leave credit may be accumulated up to a maximum of one hundred twenty (120) days.

For new employees hired into the bargaining unit after July 1, 2010, or the ratification date of this Agreement, whichever comes sooner, unused sick leave may be accumulated up to a maximum of sixty (60) work days.

**14.3** Each permanent employee within the Bargaining Unit shall receive a lump sum payment for unused accumulated sick leave upon said employee's retirement, under a paid retirement plan or who dies while employed by the City. Such payment for accrued sick leave shall not exceed eighty (80) days regular pay. Effective upon the date of ratification of this Agreement, such payment for accrued sick leave shall not exceed eighty (80) days regular pay plus pay of one-quarter of the balance of the days accrued

**14.4** over eighty (80) but not more than one hundred twenty (120) days of accrued sick leave at their regular pay.

New employees hired into the bargaining unit after July 1, 2010, or the ratification date of this Agreement, whichever comes sooner, shall be entitled to payment for accrued sick leave, under the conditions specified above; provided however, that payment shall not exceed forty (40) days.

**14.4** The Department light duty system shall not be applied in an arbitrary or capricious manner.

**14.5** All applicable leave taken under this Agreement shall be subject to the City's Family and Medical Leave Act (FMLA) policy, as amended from time to time.

**14.6** Any employee eligible for sick leave with pay may use such sick leave, upon approval of his department or office head, for absence due to his or her illness or injury; the illness or injury of a spouse, child or other blood relative or ward residing in the same household when FMLA leave has been approved or for the exposure to contagious disease. An employee on sick leave shall inform his immediate supervisor of the fact and the reason therefore as soon as possible and failure to do so within a reasonable time may be cause for denial of pay for the period of absence. The department head shall require a doctor's certificate before approving sick leave with pay for a period or periods of more than three work days. The Department reserves the right to send an employee at the City's cost to the City's doctor in cases of suspected sick leave abuse.

**ARTICLE 15**

**SICK LEAVE BANK**

**15.1** The Sick Leave Bank which became effective January 1, 1976 and as amended January 1, 1977, shall continue in effect during the term of this agreement. All Rules and Regulations adopted to administer the Sick Leave Bank shall continue in effect during the term of this agreement, provided, however, such Rules and Regulations may be amended from time to time as mutually agreed upon by the signators to this agreement.

**15.2** The following Rules and Regulations, in effect as of the signing of this agreement, are hereby incorporated:

A voluntary Sick Leave Bank, to cover Fire Department Personnel in the event of long-termed disability due to illness or non-service connected injury, is hereby established. The operation of such Sick Leave Bank shall be subject to the rules and guidelines set forth in this Article.

The purpose of the Sick Leave Bank is to provide relief to employees who suffer long-term illness or injuries, which are non-job-connected. It is established to provide additional paid benefit days beyond the employee's accrued days when an employee has exhausted his/her accrued sick leave and continues disabled for an additional thirty days. For example, it is not established to provide relief for one or two days beyond the employee's accrued sick leave.

**SECTION 1 ADMINISTRATION**

The Sick Leave Bank shall be administered by five (5) members of the department, two to be appointed by the Union President, one by the District Fire Chiefs and two by the

Fire Commission and shall hereinafter be called the Administrative Committee or the Committee. Committee members shall be appointed in the following manner: One for one year; one for two years; and one for three years and upon expiration of each of these terms, one member shall be appointed each year to serve a term of three years. Vacancies, when they occur, shall be filled by appointment in the same manner as the original appointments and shall be for the entire remaining term so filled.

The original appointee of the Fire Commission shall be for a one-year term and subsequent appointments shall be for three-year terms.

The Committee shall select one of its members as Chairman, by a majority vote, at the first meeting in January of each year, who shall serve a one-year term.

The Committee shall meet upon the second Wednesday of each month. Two members present shall constitute a quorum and a majority of those members present and voting shall decide all questions. Members who are absent for either three (3) consecutive meetings or any six (6) meetings in any 12 months period shall be automatically terminated from the Committee and their terms declared vacant.

## **SECTION 2 MEMBERSHIP**

Each member of the Manchester Fire Department desiring to be covered by the Sick Leave Bank agrees to donate one (1) day per year from his/her accumulated number of sick leave days and an adjustment of minus one (1) day shall be made on all records showing the applicant's accumulated sick leave days upon his/her acceptance as a member of the bank and for each day donated thereafter. Application for membership shall be made on a form provided by the Committee. Membership by all employees will be subject to the following restrictions:

(a) Probationary employees will be admitted to membership providing they shall have fulfilled the requirements set forth in Article 15, Section 1, of this Agreement.

(b) Full-time employees having less than 30% of their accumulated sick leave days limit as of the date of their application shall be limited in the extent of their participation in the bank. Members who fall below the 30% restriction during the period of membership, except for long periods of illness or injury, shall be placed in the limited category. Full-time employees, except those with less than one year of service with the department, shall have not less than 15 days of accrued sick leave as of the date of their application for membership. An employee whose sick leave balance falls below 15 days of accrual due to recent illness or injury may be admitted at the discretion of the Committee.

Employees whose sick leave falls below 15 days after they are admitted to the Sick Leave Bank, where the usage of sick leave was not the result of extended illness or injury, shall have their membership status reviewed by the Committee. The Committee may temporarily suspend the employee from membership in the Bank if it deems such action to be in the best interest of the Bank.

Employees who have less than one year of service may be admitted to the Bank upon the majority vote of the Committee after a review is made of their status with the Department. Upon admission to membership the conditions stated in the preceding paragraphs will apply.

Computations for determining the 30% limit, referred to above, shall be based on 60 days accumulation or by multiplying .125 times (x) the number of months service if less than 48 months, whichever shall apply. This restriction shall be removed as soon as



the employee's accumulated sick leave days shall exceed 30% of his limit. Exceptions from this restriction may be made for good cause by the Committee with the concurrence of the Board of Fire Commissioners or the Chief of Department.

### **SECTION 3 BENEFITS**

A member shall become eligible to request extended sick leave benefits from the Bank for an incapacitating illness or non-service connected injury, provided he/she exhausted all his/her accrued sick leave and his/her incapacitation extends at least 15 consecutive calendar days beyond the exhaustion of his/her sick leave accrual or at the discretion of the Administrative Committee. Upon presentation of satisfactory medical evidence of illness or injury to the Administrative Committee, the Committee may approve sick leave benefit days from the Bank to be granted to the member. Such sick leave benefit days may be made retroactive to the first work day after exhaustion of his/her accrued sick leave credits.

### **SECTION 4 BANK STABILITY AND LIMITATIONS**

All employees who shall become members of the Sick Leave Bank shall continue in the Bank until December 31st of the current calendar year and automatically for each calendar year thereafter unless the employee shall withdraw from membership prior to December 31st of any calendar year. Withdrawal shall be in writing, duly signed and dated, and submitted to the Administrative Committee prior to December 31st. No benefits shall accrue to the withdrawn member thereafter and any sick leave days previously donated to the Bank shall remain in the Bank to be disbursed by the Committee.

The number of benefit days in the Bank shall not exceed 800 benefit days on December 31st of any calendar year. All excessive days shall be discarded. In the event the Bank is terminated, all sick leave benefit days remaining in the Bank shall be null and void.

#### **SECTION 5 ADMINISTRATIVE OVERSIGHT**

In the event the Board of Fire Commissioners or the Chief of Department questions a recipient's eligibility to receive benefits from the Bank, the Board of Fire Commissioners or the Chief may require of the Administrative Committee and the employee proof of such eligibility as well as a physician's certified report of the disabling illness or injury of the recipient.

#### **SECTION 6 EFFECTIVE DATE**

The provisions of this Article shall be effective January, 1976 and shall be attached to and made a part of this Agreement.

This Article or any Section thereof, may not be amended except through the collective bargaining process or mutual agreement of the parties concerned by law in that process.

**15.3** In calendar year 1993 members of the Sick Leave Bank may voluntarily donate one additional day of their accrued sick leave credits to the Sick Leave Bank if the balance in the Sick Leave Bank falls below 150 days. Such voluntary donation of an additional day over and above the provisions of 15.2, Section 2, **ADMINISTRATION**, shall be made in writing on a form to be provided by the Association. It is agreed and understood the provisions of this section shall apply once only during calendar year 1993.

**ARTICLE 16**

**SICK LEAVE INCENTIVE PROGRAM**

**16.1** Employees included in the Bargaining Unit who use no (0) units (or days in the case of employees who are not on the 24/72 schedule) of paid sick leave during the calendar year shall be granted five (5) days of Personal Leave. Employees who use one (1) unit (or day) shall be granted four (4) days of Personal Leave. Employees who use two (2) units (or days) shall be granted three (3) days. Employees who use three (3) units (or days) shall be granted two (2) days. Employees who use four (4) units (or days) shall be granted one (1) day. Such Personal Leave shall be by payment of one-fifth (1/5) of a week's pay for each day.

**16.2** If an employee uses more than 4 units (or days) paid sick leave days in a calendar year he/she will not receive any Personal Leave pay.

**16.3** For the purposes of this article, the sick leave days counted are the units or days actually absent from duty, not counting job connected injury or sickness.

**ARTICLE 17**

**VACATION LEAVE**

**17.1** Vacation leave policy for employees in the bargaining unit shall be as follows:

(a) Two (2) calendar weeks after completion of one (1) year of continuous service.

(b) Three (3) calendar weeks after completion of seven (7) years of continuous service.

(c) Four (4) calendar weeks after the completion of fifteen (15) years of continuous service.

(d) Six (6) calendar weeks after the completion of twenty (20) years of continuous service.

**17.2** Selection of vacation periods shall be by department seniority; provided, however, that no vacation period shall extend beyond two (2) weeks until every eligible member of the bargaining unit shall have had an opportunity to have a two (2) week vacation, except at the discretion and approval of the Fire Chief. Only one member of the bargaining unit shall be allowed to take vacation at a time.

**17.3** Upon termination of employment with the Department of a permanent employee, said employee shall receive a lump sum payment for unused accumulated vacation leave. Said payment to be computed by multiplying the number of unused accumulated vacation leave days times one-fifth (1/5) of said employee's normal week's pay. The maximum vacation leave which may be accumulated for the purpose of determining the lump sum payment upon termination is fifty (50) days.

**17.4** All vacation lists shall be posted by November 15 of each contract year.

**17.5** Beginning January 1, 1993 vacation weeks shall begin at 0800 hours on Monday of the vacation week and continue to 0800 hours the following Monday.

**17.6** No employee shall be permitted to accrue in excess of two (2) times his/her annual earned vacation, i.e. employees who earn ten (10) days of vacation per year shall have no more than twenty (20) days earned vacation to his/her credit at any time; employees who earn fifteen (15) days of vacation per year shall have no more than thirty (30) days earned vacation to his/her credit at any time; employees who earn twenty (20) days of vacation per year shall have no more than forty (40) days earned vacation to his/her credit at any time. In any event the maximum number of vacation days that an employee may have to his or her credit at any time is sixty (60).

**17.7** Effective July 1, 2015 bargaining unit members may take vacation on a daily basis, in the sole discretion of the Chief or his designee, whose decision will not be subject to the grievance procedure

**17.8** Vacation Buyback. Members may request and shall receive a buyback of their vacation time at straight time in blocks of one week up to a maximum of 3 weeks per fiscal year.

**ARTICLE 18**

**SPECIAL LEAVE**

**18.1** Leave from duty with full appropriate pay shall be granted to members of the Association's Negotiating Committee, not to exceed three (3) such members, who attend meetings between the Chief or his designee and the Association for the purpose of negotiating the terms of a contract, provided the employee was scheduled for duty at a time simultaneous to attendance at such meeting. Appropriate members of the Association, not to exceed one (1) such member, shall be granted leave from duty with full pay to attend meetings between the Chief or his designee and the Association for the purpose of processing grievances, provided said member was scheduled for duty at a time simultaneous to attendance at such a meeting. The city further agrees to grant four (4) units off to the President of the Association to conduct union business per calendar year provided the President provides the request at least one week in advance.

**ARTICLE 19**

**BEREAVEMENT LEAVE**

**19.1** A permanent full-time employee who works an average forty-two (42) hour regular work schedule, shall be excused from work for not more than four (4) scheduled or consecutive shifts not to exceed four (4) consecutive days with pay between the date of death and the date of the funeral, inclusive, because of death in the immediate family, as defined below, and shall be paid his/her regular rate of pay for the scheduled working hours missed. It is intended that this time off be used for the purpose of handling necessary arrangements and attendance at the funeral.

A permanent full-time member of this bargaining unit who works a five (5) day schedule, shall be excused from work for not more than five (5) scheduled or consecutive shifts not to exceed five (5) consecutive days with pay between the date of death and the date of the funeral, inclusive, because of death in the immediate family, as defined below and shall be paid his/her regular rate of pay for the scheduled working hours missed. It is intended that this time off be used for the purpose of handling necessary arrangements and attendance at the funeral. No employee shall be required to report to any shift on the day of the funeral of an immediate family member occurs. This paragraph does not add any additional days with pay not otherwise provided for by the paragraph above.

Immediate family is hereby defined to mean spouse, father, mother, father-in-law, mother-in-law, brother, sister, child, son-in-law, daughter-in-law, or a blood relative or ward residing in the same household.

**19.2** Under extenuating circumstances, two (2) additional days with pay, for the purposes of bereavement leave on the death of an immediate family member as defined in

19.1, may be granted with the written approval of the Department Head, or his/her designee, provided such days are to be charged to the employee's accrued sick leave.

19.3 In the event of a funeral which occurs during a shift, or in the event that travel to or from a funeral is necessary during a shift, when an employee is scheduled to work the shift, the employee shall be excluded from work for the one shift, if the funeral is for one of the following: sister-in-law, brother-in-law, grandmother, grandfather, grandchild, uncle or aunt.

19.4 Bereavement leave shall be paid on straight time.



**ARTICLE 20**

**UNIFORM ALLOWANCES**

**20.1** The budget of the Department each year shall have an account known as "Uniform Allowance". Each permanent employee of the bargaining unit shall be provided uniforms or a uniform allowance.

**20.2** **PRO-RATA PAYMENT OF ANNUAL UNIFORM ALLOWANCES**

Effective July 1, 2010, or the date of ratification, an annual uniform allowance of \$800.00 shall be payable in semi-annual payments, each consisting of 50% of the annual amount. These payments will be made on or about January 15 and July 15.

**20.3** In the event a member of the bargaining unit retires prior to completing a complete calendar year the uniform allowance shall be pro-rated at the rate of 1/12 the annual amount times the number of completed months of active service during the calendar year.

If a member of the bargaining unit is absent for a complete six month semi-annual period for reasons other than duty disability, he/she shall not receive the semi-annual uniform allowance for that period.

**20.4** The Department shall furnish "Turnout" gear to members of the bargaining unit on an "as needed" basis, to be determined by the Department. Such Turnout gear includes coats, helmets, day boots and gloves and, if required by the Department, night boots and night hitches. Where such gear is provided, employees in the bargaining unit shall be required to wear it in accordance with the Department's SOP.

**20.5** Turnout gear for bargaining unit members shall meet NFPA standards.

**ARTICLE 21**

**HEALTH INSURANCE**

**21.1** Bargaining Unit Members may enroll in Blue Choice New England POS Plan or in Access Blue New England Plan

**22.2** Effective July 1, 2012, bargaining unit members will have the option to enroll in the Blue Choice New England POS Plan on a voluntary basis in which case the City will pay eighty-seven and one-half percent (87.5%) of the single, two person or family premium or in the Access Blue New England Plan, in which case the City will pay up to eighty-seven and one-half percent (87.5%) of the single, two person or family premium.

Effective July 1, 2013, the City will Pay 85% of the premium for the Blue Choice New England POS Plan or the Access Blue New England Plan.

*The following co-pays will apply to both the Blue Choice New England POS Plan and the Access Blue New England Plan:*

- Office Visit - \$20.00
- Specialist Visit - \$20.00
- Chiropractic - \$20.00
- Emergency room visit - \$150.00
- Inpatient care, Outpatient surgery, skilled nursing or rehab facility - \$100/\$200 co-pay (single/2 person or family)
- Prescriptions other than mail order (one month supply) - \$10/\$30/\$50 (Generic, Preferred, Premium)

- Mail order prescriptions (three month supply) - \$20/\$60/\$100 (Generic, Preferred, Premium)

*Bargaining unit members hired on or after ratification who are eligible for Health Insurance the City shall pay 80% of the premium. The Blue Choice New England Plan and the Access Blue New England Plan will have increased co-pays \$250/\$500 (single/2 person or family) for inpatient care, outpatient surgery, skilled nursing and rehab facilities.*

*The City may offer a high deductible health insurance plan accompanied by the establishment of a Health Savings Account (HSA) for each enrolled bargaining unit member with a present contribution of \$1,500.00 for an individual and \$3,000.00 for a two person or a family plan. The City retains the right to set the annual City contribution and shall each year prior to the open enrollment period disclose any changes to high deductible benefit plan and/or its contribution to the HSA or continuation of the HSA in the following fiscal year. For Bargaining unit members availing themselves of this option the City shall pay 80% of the premium. Bargaining unit members will be charged on the basis of a single, two person or family plan irrespective of the single, two person or family plan designation in the plan itself.*

**21.3** It is agreed by all parties concerned the City reserves and shall have the right to change insurance carriers or become self-insured, provided the benefits to participants are not decreased and the costs to participants are not increased above the amounts referenced in Section 21.1 and further that the New Hampshire Retirement System must accept the new policy for retired members.

**21.4** The City shall also pay to a member of the Association injured in the performance of his/her duty the difference between his/her regular pay at the time of injury and the amount of Worker's Compensation benefits to which he/she is entitled, said payments to be in accordance with all applicable State statutes and City Ordinances. In the event any such State statutes and/or City Ordinances are amended so as to eliminate such payments, such payments shall cease as of the effective date of any such amendment(s).

Any Bargaining Unit member who receives sick leave benefits pending a determination of workers compensation eligibility shall, upon determination that the Bargaining Unit member is eligible for workers compensation benefits, shall repay to the City all sick leave benefits the employee has received.

**21.5** Effective upon the date of ratification of this agreement the City may offer Health Maintenance Organization options to members of the bargaining unit on a voluntary basis. Such options shall include Matthew Thornton and any others, which are mutually agreed to by the City and the Union.

**21.6** Bargaining unit members who enroll in the Northeast Delta Dental Plan Coverage C, will have eighty-five percent (85%) of the premium paid by the City. The entire premium will be paid for bargaining unit members whose spouse also works for the City.

Effective July 1, 2003, the total yearly maximum will be increased to one thousand five hundred dollars (\$1,500.00). Also effective on July 1, 2003, all employees shall be required to pay the employees' share of the dental insurance plans.

**21.7** Effective July 1, 2010, all employees shall be required to pay the employee's share of the health and dental insurance premiums as specified in the collective bargaining agreement. The terms under which the City/School District paid the entire

premium on both the wife and husband who are employed by the City or School District shall lapse.

**21.8** The provisions of this Article (21) which have been changed will lapse on June 30, 2004 if any other union, if any other union, with an agreement that expired on June 30, 2002 and which participated in the collaborative bargaining, receives health/dental benefit changes which are better than the changes contained in this agreement. In such case, such better benefit changes will apply to the MAFS bargaining unit members under the same terms and conditions effective July 1, 2004 and they will continue until different benefits are negotiated and agreed upon.

**21.9** To a bargaining unit member who elects not to receive coverage under any City/School District health insurance plan the City shall pay \$4,000.00 annually in lieu of health insurance coverage. The City shall make said payment in two equal payments of \$2,000.00. The first payment, in arrears, will be made in January/February and the second payment, in arrears will be made in July/August. Bargaining unit members who encounter a qualifying event so as to make them eligible for enrollment in the City's health insurance plans during either six month period will receive a pro rata amount based on the next \$2,000.00 payment. Bargaining unit members will be able to enroll in the City health plans notwithstanding a qualifying event in the annual open enrollment.

**ARTICLE 22**

**SAFETY & HEALTH COMMITTEE**

**22.1 SAFETY COMMITTEE**

There shall be established in the Fire Department a Safety Committee which shall be advisory only, said Committee to be composed of an equal number of members of the management of the Department, the Firefighters Association and one (1) member of the Manchester Association of Fire Supervisors. The Safety Committee shall meet not less than once every thirty (30) days. The Committee shall review safety and health problems, suggestions and recommendations from all sectors of the Department and shall make proposals for eliminating hazardous conditions in the Department, provided, however, that the provisions of this Article shall not impair the Board's right to formulate and put into effect any rules and/or regulations which it, in its sole discretion, deems necessary or desirable concerning the protection of life and property, safety, health and sanitation.

**22.2** The Union agrees to participate in any annual physical examination and/or health and wellness program agreed upon by the City and the Manchester Professional Firefighters Association, Local 856, IAFF.

**ARTICLE 23**

**DISCIPLINE**

**23.1** Discipline of permanent bargaining unit employees is generally to be corrective and of progressive severity and action will normally be taken in the following manner:

**STEP 1:** A verbal warning or reprimand, explaining the problem and what corrective action is required.

**STEP 2:** A continuation of the problem may result in a written warning indicating the reason for the reprimand and the action to be taken to avoid the problem in the future. A copy of the reprimand will be placed in the employee's personnel file.

**STEP 3:** If there are continued infractions of the same nature or no improvement in the employee's performance, additional written reprimands may be given or the employee may be suspended for one to five days without pay.

**STEP 4:** Continued infractions may result in suspension without pay in excess of five days or termination of employment. An employee may be given a written warning, be suspended, demoted or discharged if the misconduct is of such a serious nature that there is sufficient cause for such initial action, even though there have been no prior warnings or written reprimands.

**23.2** Any permanent employee who is in the bargaining unit who is demoted in rank or dismissed shall be notified in writing of the reasons for such demotion or dismissal.

**ARTICLE 24**

**CORRESPONDENCE**

**24.1** It is agreed the Fire Chief or his/her designee will acknowledge in writing letters from the Association President or his/her designee pertaining to matters concerning the disciplining of bargaining unit members, grievances within the bargaining unit or questions on the interpretation and administration of this Agreement, such acknowledgment to be made within twenty (20) days of the receipt of such letters.

**24.2** Three representatives of the Association shall meet with the Chief, or his/her designee, once a month to discuss matters of mutual concern, including those matters necessary to the implementation of this agreement. A written agenda shall be submitted by the Association to the Chief no less than five days before the scheduled meeting. At the discretion of the Chief, or his/her designee, additional matters for discussion may be placed on the agenda. Nothing contained herein shall prevent the Chief, or his/her designee, and the Association from meeting on a less frequent basis on mutual agreement.

**24.3** Nothing contained herein shall prevent the Association from consulting with the Chief or his/her designee at any time, if matters of mutual concern arise of an urgent or emergency nature.



**ARTICLE 25**

**GRIEVANCE PROCEDURE**

**25.1** For the purpose of this contract, a grievance is defined as a written dispute, claim or complaint which is filed and signed by either an employee in the Bargaining Unit, the Association or the Chief or his designee and which arises under and during the term of this agreement. Grievances are limited to matters of interpretation or application of Articles contained in this Agreement. An employee in the bargaining unit, the Association or the Chief or his designee shall have the right to initiate a grievance in accordance with the provisions of this Article.

**25.2** Whenever an employee in the bargaining unit has a grievance as defined above, the following procedure shall be utilized or such grievance shall be deemed waived.

(a) The employee involved shall file the grievance in writing with the Association President within fifteen (15) calendar days from the date of the event which gives rise to the alleged grievance or within fifteen (15) calendar days from the date the employee knew or should have known, with reasonable diligence, of the event which gives rise to the alleged grievance. The Association President shall then submit the grievance to the Association Grievance Committee for discussion within seven (7) calendar days after the grievance is presented to him/her.

(b) The grievant or the Association must, if wishing to process the grievance, file said grievance with the Chief Engineer within ten (10) calendar days after said grievance was filed with the Association Grievance Committee. The grievance shall be submitted in writing, listing the Article(s) and Section(s) violated, the specific facts associated with

the grievance and the remedy desired. Within ten (10) calendar days following receipt of the grievance, the Chief Engineer or his/her designee shall either issue a written decision or schedule a hearing. Said hearing shall be held no later than fifteen (15) calendar days following receipt of the grievance and a written decision shall be issued with five (5) calendar days after the hearing. If a hearing is scheduled, the Association and the grievant shall attend at the Chief Engineer's or his/her designees discretion.

(c) If the grievant is not satisfied with the decision of the Chief Engineer, or if no decision is rendered within the time limits contained in 25.2(b) above, the grievant or the Association may file said grievance with the Pre-Arbitration Board within ten (10) calendar days after the time limits cited above. The Pre-Arbitration Board comprised of a representative of the Association, the Department and the City's Chief Negotiator will act upon the grievance within fifteen (15) calendar days after the grievance was filed with the Pre-Arbitration Board. The grievant must attend the Pre-Arbitration Board meeting.

**25.3** Whenever the Association has a grievance as defined above, the following procedure shall be utilized or such grievance shall be deemed waived.

(a) The Association shall file the grievance in writing with the Chief Engineer within thirty (30) calendar days from the date of the event which gives rise to the alleged grievance. Within ten (10) calendar days the Chief Engineer shall issue a decision or schedule a hearing as provided in 25.2(b).

(b) If the Association is not satisfied with the decision of the Chief Engineer or if no decision has been rendered within twenty (20) calendar days after filing with said Chief Engineer, the Association may file said grievance with the Pre-Arbitration Board in accordance with Section 25.2(c).

**25.4** Any mutually satisfactory disposition reached as a result of action taken in Sections 25.2 or 25.3 shall be final and binding upon the parties as to the matter in dispute; and the City, the Association and the grievant shall thereafter comply in all respects with the result of such disposition.

**25.5** If said grievance is not reported and/or processed within the time limits set forth in Sections 25.2 or 25.3 above, the matter shall be dismissed and no further action shall be taken with respect to such grievance.

**25.6** Should any grievance arise which cannot be settled within the scope of the foregoing sections of this Article, either the Chief or his designee or the Association may submit such grievance to arbitration as follows:

(a) If the aggrieved employee is not satisfied with the disposition of his/her grievance as the result of the action of the Pre-arbitration Board or if no decision has been rendered within ten (10) calendar days after the Pre-arbitration board meeting, the aggrieved employee may request in writing, within fifteen (15) calendar days from the date of the Pre-arbitration board meeting, to the Association that the Association submit his/her grievance to the New Hampshire Public Employee Labor Relations Board in accordance with its rules and regulations. If the Association determines that the grievance is meritorious and that submitting it to arbitration is in the best interest of the Department, it may submit the grievance in writing to the P.E.L.R.B. within fourteen (14) calendar days after receipt of the written request by the aggrieved employee. If the aggrieved employee fails to submit such written request for arbitration to the Association within the said fifteen (15) days after the Pre-arbitration Board meeting or the Association fails to submit said grievance to the P.E.L.R.B. within

said fourteen (14) days after receipt of the written request from the employee, the grievance shall be deemed abandoned and no further action shall be taken with respect to such grievance.

(b) If the Association is not satisfied with the disposition of the grievance as the result of the Pre-arbitration board meeting or if no decision has been rendered within ten (10) calendar days after the Pre-arbitration meeting, the Association may submit in writing a request to the P.E.L.R.B. to appoint an arbitrator to resolve said grievance in accordance with the rules and regulations within fourteen (14) days after the Pre-arbitration meeting. If the Association fails to submit such written request for the appointment of an arbitrator to the P.E.L.R.B. within said fourteen (14) days, the grievance shall be deemed abandoned and no further action shall be taken with respect to such grievance.

(c) The arbitrator shall not have the power to add to, ignore or modify any of the terms and conditions of this agreement. His/her decision shall not go beyond what is necessary for the interpretation and application of express provisions of this Agreement. The arbitrator shall not substitute his/her judgment for that of the parties in the exercise of rights granted or retained by this agreement.

(d) The decision of the arbitrator shall be final and binding upon the parties as to the matter in dispute.

(e) The expenses of the arbitrator shall be borne equally by the parties. Each party shall make arrangements for, and pay the expenses of witnesses who are called by them.

**25.7** Nothing contained herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the Department, and having the grievance adjusted without the intervention of the Association provided the adjustment is not inconsistent with the terms of this agreement and that the Association has been given the opportunity to be present at such adjustment and to state its views.

**25.8** The above times may be extended or by-passed by mutual written agreement of the parties.

**25.9** A grievant and one Association representative shall be allowed up to one hour off (without loss of pay) during duty hours to process grievances through each step of the grievance procedure. Additional time may be granted if mutually agreed to by the parties.

**ARTICLE 26**

**SEPARABILITY**

**26.1** If any provision of this agreement or any application of the agreement to any employee or group of employees is found contrary to law, then such provision or application will not be deemed valid and subsisting, except to the extent permitted by law, provided, however, that all other provisions of this agreement and applications thereof will continue in full force and effect.

**ARTICLE 27**

**LIFE INSURANCE BENEFIT**

**27.1** Effective July 1, 2010, or date of ratification, whichever is later, the City will provide for a Life Insurance Fund to provide for the payment of a death benefit of an amount equal to the employee's last yearly base pay, but not to exceed fifty thousand (\$50,000.00) dollars, to the named beneficiary or estate of any member of the Bargaining Unit who dies from any cause while employed by the City or who dies within sixty (60) calendar days after retirement or resignation for health reasons. The city reserves the right to obtain insurance coverage for the above amounts, and reserves the sole right to select such insurance carrier.

**27.2** Provided, however, that the City reserves the right to provide the insurance benefits agreed to in 27.1 by contracting with a private insurance carrier. The City may, at its sole option, exercise this right except that if it does so it must contract with the private insurance carrier for a covenant that the private carrier must allow retired employees to convert the coverage provided for herein, at their sole expense upon retirement, and provided that the private insurance contract shall not increase the City's cost above that required by Section 27.1.

**ARTICLE 28**

**INDEMNIFICATION**

**28.1** The City of Manchester currently purchases liability insurance, which includes coverage of Liability of Public Officials and employees for actions taken as part of their official duties while employed by the City.

Furthermore, on the 25th of November, 1975, the Board of Mayor and Aldermen acted under the provisions of RSA 31:105 by voting to indemnify and hold harmless for loss or damage any person employed by the City while acting in their official capacity. Such action by the Board of Mayor and Aldermen protects the Officials and employees of the City for the deductible amount of liability insurance.

Employees of the City within the bargaining unit are covered under the Liability Insurance and the Indemnification for the deductible amount of the liability coverage, which are currently in effect. Liability insurance coverage and indemnification for the deductible amount of the liability coverage shall be maintained for bargaining unit members under the same terms and conditions as for other employees of the City.



**ARTICLE 29**

**RESIDENCY**

**29.1** All members of the bargaining unit shall be required to reside within a fifteen (15) mile radius of the City limits of Manchester, New Hampshire; provided, however, that any member of the bargaining unit who resided outside the fifteen-mile limit as of the date of ratification of this Agreement shall be allowed to continue such residency outside the City limits.

**ARTICLE 30**

**MISCELLANEOUS**

**30.1** An annual payment of two hundred dollars (\$200.00) shall be paid to the Equipment Maintenance Superintendent in lieu of tool insurance and the City will not be liable for any losses.

**30.2** Employee Assistance Program. Employees who are members of the bargaining unit shall be entitled to the benefits of the department's employee assistance program.

**30.3** Unit employees who are required or subpoenaed to appear in court either at the direction of the Department or upon subpoena pertaining to matters related to their official duties as a member of the Manchester Fire Department will be compensated for all actual hours engaged in such activity at the rate of one and one-half (1 1/2) times their regular hourly rate with a minimum of three (3) hours overtime pay.

In the event that such an employee receives or is entitled to receive a witness fee, such witness fee shall be executed in favor of the City and turned over to the Department. Such employee shall not be required to turn over any payments for mileage incurred in such activities unless they shall have utilized a department vehicle.

**30.4** Drug and Alcohol Testing

The Association agrees that the members of this bargaining unit shall be subject to the same drug and alcohol testing program as may be adopted between the City and Local #856, IAFF, Manchester Professional Firefighters under the same terms and conditions.

**ARTICLE 31**

**RETIREMENT**

**31.1 Retirement**

Under the N.H. Retirement System the City may call for examinations of the members who are on disability retirement. If they are found fit, they can be taken off disability retirement. In such cases, the Department shall provide a system for the return of such members to active duty, provided such members pass a City physical, agree to retrain if necessary. Such member shall be returned to duty in the next occurring vacancy.

**ARTICLE 32**

**EDUCATION INCENTIVE REIMBURSEMENT POLICY**

**32.1** Effective July 1, 2010 the City agrees to provide reimbursement to bargaining unit members who complete approved courses related to Fire Department responsibilities based upon the following: Seventy-five percent (75%) of the cost of courses, books and materials to a maximum of Eight Hundred Fifty Dollars (\$850.00) per fiscal year, per employee.

**32.2** Effective July 1, 2015, the City agrees to provide reimbursement to bargaining unit members who complete approved courses related to Fire Department responsibilities based upon the following: Seventy-five percent (75%) of the cost of courses, books and materials to a maximum of two thousand dollars (\$2,000) per fiscal year, per employee, not to exceed an aggregate payment of four thousand five hundred dollars (\$4,500.00) per fiscal year.

**32.3** Once a course has been approved the City will advance to the bargaining unit member one-half of the authorized amount of the course tuition and books. The remainder of the course reimbursement will be paid to the bargaining unit member upon presentation of a certificate of satisfactory completion of the course.

**32.4** The department agrees to cover the bargaining unit member's shifts while attending approved courses with the approval of the Fire Chief or his designee.

**ARTICLE 33**

**TERMINATION AND RENEWAL**

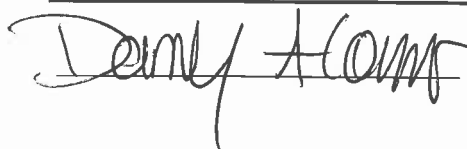
**33.1** This Agreement shall be in full force and effect and remain in full force and effect from July 1, 2015 to and including June 30, 2016 except as otherwise specified in individual articles, and shall continue from year to year thereafter unless written notice of desire to modify or terminate the Agreement is served by either party upon the other at least sixty (60) days prior to the date of expiration or the anniversary date thereof.

IN WITNESS WHEREOF the parties have hereunto set their hands and seals this \_\_\_\_\_ day of \_\_\_\_\_, 2015.

**MAFS NEGOTIATING TEAM**



**CITY NEGOTIATING TEAM**



Date: \_\_\_\_\_

Date: \_\_\_\_\_

**ARTICLE 34**

**SEVERANCE BENEFIT**

**34.1** In recognition of prior service to the City any bargaining unit member who is eligible to retire from the New Hampshire Retirement System who does retire on or after March 1, 2012 and prior to June 30, 2015 shall have earned a severance benefit of \$13,000.00. The City may withhold from this benefit such amounts as are necessary to pay the employer and the employee contributions to the New Hampshire Retirement System.

**ARTICLE 35**

**HEALTH BENEFITS AND SALARY INCREASES**

**35.1** Should, subsequent to January 1, 2012, any other bargaining unit within the City of Manchester, New Hampshire negotiate health care benefits set forth in paragraph 21.2, 21.9 and Article 34 the Manchester Association of Fire Supervisors shall be entitled to receive the more favorable benefits.

**35.2** Should, subsequent to January 1, 2012, any other bargaining unit within the City of Manchester, New Hampshire negotiate Salary Schedule increases for the years set forth in paragraphs 11.1 (d) and 11.1 (e), of this agreement which are more favorable than the Salary Schedule increases contained in paragraphs 11.1 (d) and (e), the Manchester Association of Fire Supervisors shall be entitled to receive the more favorable Salary increases for those years.

**ARTICLE 36**

**MEMORANDUM OF UNDERSTANDING**

Between

City of Manchester, Fire Department  
Manchester Professional Firefighters Union IAFF Local 856  
Manchester Fire Supervisors IAFF Local 3820

The parties agree to amend the terms of their contract dates FY 2007 to FY 2010 regarding the pay for additional staff hired to compliment and or cover vacancies for the current staff in the Maintenance Division. This memorandum will remain in effect unless changed by mutual agreement;

1. Vacancies in the Maintenance Division will be given first priority to members of the Manchester Fire Department who have attained the Emergency Vehicle Training Certification (EVT); the certifying organization is the EVT Certification Commission Inc. If an EVT Certified member is not available the position will be filled from the overtime list containing all interested IAFF Local 856 and IAFF Local 3820 members. This list will be maintained by the Maintenance Superintendent and operate of a rotating basis.
2. Pay for the position will be time and one half the Equipment Mechanic II rate currently 18 and to include the individual members corresponding seniority step in the pay matrix.
3. Any member of regardless of rank will be working under the direction of the Mechanic on duty.

IN WITNESS WHEREOF, the parties warrant and represent that each of the representatives are authorized to bind the parties to this Contract:

City of Manchester, NH Fire Department

Manchester Professional Firefighters  
IAFF Local 856

Manchester Fire Supervisors  
IAFF Local3820



**ARTICLE 37**

**MEMORANDUM OF UNDERSTANDING**

**Between**

**The City of Manchester, New Hampshire**

**And**

**The Manchester Association of Fire Supervisors**

For the period covering July 1, 2010 to June 30, 2015

1. The City of Manchester, New Hampshire ("City") is constructing a new municipal complex which includes a centralized fleet maintenance facility.
2. The City desires to centralize its fleet/vehicle repair at the new facility including the maintenance and repair of Fire Department equipment.
3. Article 2.2 of the collective bargaining agreement between the parties provides:

It is further agreed that if at any time in the future the City establishes a Centralized Garage operation which includes the maintenance and repair of Fire Department equipment the position of Equipment Maintenance Superintendent may be transferred to the Centralized Garage without grievance. The incumbent in the position at the time of such transfer shall retain his current retirement rights.

4. Pursuant to Article 2.2 the Fire Department's Equipment Maintenance Superintendent II will be transferred to the new centralized fleet facility without grievance.
5. That the Equipment Maintenance Superintendent II shall remain under the supervision of the Chief of the Fire Department but shall report to and follow the directions of the Fleet Services Director or supervisor. Any discipline of the Equipment Maintenance Superintendent II shall be pursuant to the then effective collective bargaining agreement. The Fleet Services Director or supervisor may participate in any disciplinary proceedings.

6. That the Chief of the Fire Department may order the Equipment Maintenance Superintendent II to follow the directions of the Fleet Services Director or supervisor. Failure to obey the Chief's order will result in discipline up to and including termination.
7. That upon termination of the current Equipment Maintenance Superintendent II, Keith Foster's, employment with the City there will be no further Equipment Maintenance Superintendent II position or employee in the Manchester Fire Department.
8. Non-fire department mechanics at the centralized fleet maintenance facility will be trained to and will repair fire department equipment.
9. That the current Fire Department Equipment Maintenance Superintendent II will be trained to work on and will maintain and repair non-fire department vehicles and equipment.

Signed and dated by all parties November 19-20, 2012

## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
GRADE 1 Ex	14,464.47	14,898.43	15,345.35	15,805.73	16,279.91	16,768.30	17,271.36	17,789.49	18,323.17	18,872.86	19,439.07	20,022.25	20,622.91	21,241.58	21,878.83
H	7.03	7.23	7.45	7.69	7.91	8.13	8.39	8.64	8.90	9.17	9.44	9.73	10.03	10.32	10.63
O	10,545	10,845	11,175	11,535	11,865	12,195	12,585	12,960	13,350	13,755	14,160	14,595	15,045	15,480	15,945
GRADE 1A Ex	14,970.74	15,419.87	15,882.43	16,358.94	16,849.69	17,355.17	17,875.86	18,412.13	18,964.50	19,533.42	20,119.43	20,723.02	21,344.69	21,985.03	22,644.58
H	7.20	7.41	7.64	7.87	8.11	8.34	8.60	8.87	9.11	9.38	9.67	9.98	10.26	10.58	10.89
O	10,800	11,115	11,460	11,805	12,165	12,510	12,900	13,305	13,665	14,070	14,505	14,970	15,390	15,870	16,335
GRADE 2 Ex	15,476.99	15,941.29	16,419.56	16,912.14	17,419.51	17,942.10	18,480.32	19,034.73	19,605.80	20,193.96	20,799.79	21,423.78	22,066.50	22,728.49	23,410.35
H	7.42	7.68	7.89	8.13	8.38	8.63	8.91	9.17	9.44	9.73	10.03	10.32	10.63	10.94	11.27
O	11,130	11,520	11,835	12,195	12,570	12,945	13,365	13,755	14,160	14,595	15,045	15,480	15,945	16,410	16,905
GRADE 2A Ex	16,018.69	16,499.26	16,994.23	17,504.05	18,029.18	18,570.03	19,127.14	19,700.97	20,292.01	20,900.74	21,527.78	22,173.62	22,838.84	23,523.98	24,229.71
H	7.73	7.94	8.18	8.42	8.68	8.94	9.20	9.47	9.76	10.06	10.35	10.68	10.99	11.31	11.64
O	11,595	11,910	12,270	12,630	13,020	13,410	13,800	14,205	14,640	15,090	15,525	16,020	16,485	16,965	17,460
GRADE 3 Ex	16,560.38	17,057.18	17,568.92	18,096.00	18,638.85	19,198.02	19,773.97	20,367.20	20,978.23	21,607.55	22,255.79	22,923.44	23,611.15	24,319.48	25,049.09
H	7.97	8.20	8.45	8.72	8.97	9.24	9.50	9.80	10.10	10.38	10.72	11.04	11.36	11.68	12.04
O	11,955	12,300	12,675	13,080	13,455	13,860	14,250	14,700	15,150	15,570	16,080	16,560	17,040	17,520	18,060
GRADE 3A Ex	17,139.99	17,654.19	18,183.84	18,729.35	19,291.24	19,869.94	20,466.05	21,080.03	21,712.45	22,363.82	23,034.74	23,725.78	24,437.54	25,170.65	25,925.78
H	8.23	8.48	8.75	9.01	9.28	9.55	9.86	10.15	10.43	10.77	11.09	11.42	11.78	12.12	12.47
O	12,345	12,720	13,125	13,515	13,920	14,325	14,790	15,225	15,645	16,155	16,635	17,130	17,670	18,180	18,705
GRADE 4 Ex	17,719.60	18,251.21	18,798.73	19,362.69	19,943.57	20,541.87	21,158.16	21,792.87	22,446.67	23,120.08	23,813.68	24,528.08	25,263.94	26,021.85	26,802.49
H	8.53	8.81	9.05	9.33	9.60	9.90	10.19	10.47	10.81	11.15	11.46	11.83	12.17	12.52	12.91
O	12,795	13,215	13,575	13,995	14,400	14,850	15,285	15,705	16,215	16,725	17,190	17,745	18,255	18,780	19,365
GRADE 4A Ex	18,339.81	18,889.98	19,456.70	20,040.41	20,641.62	21,260.86	21,898.68	22,555.62	23,232.32	23,929.27	24,647.13	25,386.56	26,148.17	26,932.64	27,740.61
H	8.82	9.09	9.36	9.63	9.95	10.22	10.54	10.85	11.19	11.52	11.87	12.23	12.57	12.97	13.34
O	13,230	13,635	14,040	14,445	14,925	15,330	15,810	16,275	16,785	17,280	17,805	18,345	18,855	19,455	20,010
GRADE 5 Ex	18,959.98	19,528.76	20,114.66	20,718.09	21,339.62	21,979.83	22,639.21	23,318.41	24,017.95	24,738.47	25,480.63	26,245.05	27,032.42	27,843.39	28,678.68
H	9.13	9.39	9.67	9.98	10.26	10.58	10.89	11.22	11.55	11.90	12.26	12.61	13.01	13.38	13.80
O	13,695	14,085	14,505	14,970	15,390	15,870	16,335	16,830	17,325	17,850	18,390	18,915	19,515	20,070	20,700
GRADE 5A Ex	19,623.58	20,212.28	20,818.65	21,443.23	22,086.51	22,749.11	23,431.60	24,134.54	24,858.57	25,604.33	26,372.47	27,163.62	27,978.54	28,817.91	29,682.44
H	9.43	9.74	10.04	10.33	10.65	10.97	11.29	11.62	11.98	12.35	12.71	13.09	13.48	13.89	14.30
O	14,145	14,610	15,060	15,495	15,975	16,455	16,935	17,430	17,970	18,525	19,065	19,635	20,220	20,835	21,450
GRADE 6 Ex	20,287.17	20,895.79	21,522.67	22,168.35	22,833.39	23,518.41	24,223.98	24,950.70	25,699.20	26,470.19	27,264.28	28,082.22	28,924.66	29,792.40	30,686.19
H	9.77	10.08	10.36	10.69	11.00	11.32	11.65	12.01	12.38	12.74	13.12	13.53	13.92	14.33	14.80
O	14,655	15,120	15,540	16,035	16,500	16,980	17,475	18,015	18,570	19,110	19,680	20,295	20,880	21,495	22,200
GRADE 6A Ex	20,997.24	21,627.16	22,275.96	22,944.24	23,632.59	24,341.55	25,071.81	25,823.95	26,598.65	27,396.63	28,218.55	29,065.08	29,937.04	30,835.17	31,760.21
H	10.10	10.39	10.73	11.05	11.38	11.72	12.07	12.43	12.81	13.18	13.59	13.98	14.40	14.86	15.29
O	15,150	15,585	16,095	16,575	17,070	17,580	18,105	18,645	19,215	19,770	20,385	20,970	21,600	22,290	22,935
GRADE 7 Ex	21,707.29	22,358.51	23,029.27	23,720.15	24,431.74	25,164.34	25,919.64	26,697.21	27,498.14	28,323.09	29,172.78	30,047.96	30,949.39	31,877.89	32,834.22
H	10.42	10.76	11.09	11.42	11.77	12.12	12.47	12.85	13.22	13.65	14.05	14.47	14.91	15.34	15.80
O	15,630	16,140	16,635	17,130	17,655	18,180	18,705	19,275	19,830	20,475	21,075	21,705	22,365	23,010	23,700
GRADE 7A Ex	22,467.05	23,141.07	23,835.29	24,550.34	25,286.85	26,045.44	26,826.84	27,631.62	28,460.58	29,314.39	30,193.83	31,099.67	32,032.63	32,993.62	33,983.41
H	10.80	11.15	11.46	11.83	12.18	12.53	12.93	13.30	13.70	14.12	14.53	14.97	15.40	15.87	16.35
O	16,200	16,725	17,190	17,745	18,270	18,795	19,395	19,950	20,550	21,180	21,795	22,455	23,100	23,805	24,525
GRADE 8 Ex	23,226.81	23,923.60	24,641.32	25,380.55	26,141.98	26,926.24	27,734.01	28,566.04	29,423.02	30,305.72	31,214.86	32,151.35	33,115.85	34,109.34	35,132.62
H	11.18	11.51	11.86	12.22	12.56	12.96	13.34	13.74	14.16	14.58	15.03	15.45	15.95	16.41	16.91

## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
O	16,770	17,265	17,790	18,330	18,840	19,440	20,010	20,610	21,240	21,870	22,545	23,175	23,925	24,615	25,365
GRADE 8A Ex (6FA) H	24,039.72	24,760.94	25,503.75	26,268.87	27,056.94	27,868.66	28,704.69	29,565.85	30,452.82	31,366.40	32,307.41	33,276.62	34,274.95	35,303.18	36,362.26
O	17,310	17,835	18,390	18,915	19,530	20,085	20,715	21,330	21,975	22,635	23,295	24,030	24,720	25,515	26,250
GRADE 9 Ex (6G0) H	24,852.69	25,598.28	26,366.22	27,157.19	27,974.92	28,811.05	29,675.39	30,565.65	31,482.63	32,427.11	33,399.91	34,401.92	35,433.97	36,496.99	37,591.91
O	17,925	18,510	19,050	19,620	20,205	20,820	21,435	22,095	22,770	23,460	24,165	24,870	25,635	26,370	27,195
GRADE 9A Ex (6GA) H	25,722.54	26,494.19	27,289.03	28,107.68	28,950.92	29,819.44	30,714.06	31,635.46	32,584.51	33,562.06	34,568.91	35,605.99	36,674.18	37,774.35	38,907.63
O	18,570	19,110	19,680	20,295	20,880	21,495	22,200	22,845	23,550	24,225	24,945	25,725	26,445	27,270	28,095
GRADE 10 Ex (6H0) H	26,592.35	27,390.15	28,211.83	29,058.22	29,929.93	30,827.86	31,752.67	32,705.27	33,686.43	34,696.99	35,737.92	36,810.07	37,914.34	39,051.77	40,223.36
O	19,185	19,725	20,340	20,940	21,555	22,260	22,920	23,625	24,300	25,020	25,785	26,520	27,360	28,170	29,025
GRADE 10A Ex (6HA) H	27,523.10	28,348.79	29,199.25	30,075.24	30,977.49	31,906.81	32,864.01	33,849.96	34,865.44	35,911.40	36,988.76	38,098.40	39,241.35	40,418.57	41,631.14
O	20,550	21,150	21,780	22,440	23,085	23,805	24,525	25,260	25,980	26,805	27,585	28,425	29,280	30,150	31,020
GRADE 11 Ex (6I0) H	28,453.82	29,307.43	30,186.67	31,092.26	32,025.04	32,985.79	33,975.38	34,994.61	36,044.44	37,125.77	38,239.57	39,386.78	40,568.35	41,785.42	43,038.97
O	21,255	21,885	22,560	23,205	23,955	24,645	25,425	26,175	26,970	27,750	28,590	29,445	30,330	31,245	32,175
GRADE 11A Ex (6IA) H	29,449.69	30,333.22	31,243.19	32,180.49	33,145.92	34,140.28	35,164.50	36,219.43	37,305.99	38,425.21	39,577.94	40,765.29	41,988.24	43,247.89	44,545.32
O	22,725	23,400	24,120	24,840	25,605	26,340	27,150	27,975	28,815	29,670	30,585	31,485	32,415	33,390	34,380
GRADE 12 Ex (6J0) H	30,445.60	31,358.93	32,299.71	33,268.70	34,266.80	35,294.78	36,353.63	37,444.21	38,567.57	39,724.61	40,916.32	42,143.82	43,408.14	44,710.37	46,051.69
O	21,945	22,620	23,280	24,015	24,705	25,485	26,235	27,045	27,825	28,665	29,505	30,390	31,335	32,280	33,255
GRADE 12A Ex (6JA) H	31,511.18	32,456.56	33,430.25	34,433.12	35,466.09	36,530.10	37,625.99	38,754.77	39,917.41	41,114.95	42,348.43	43,618.85	44,927.44	46,275.23	47,663.49
O	23,535	24,210	24,915	25,710	26,430	27,255	28,080	28,935	29,760	30,690	31,590	32,550	33,510	34,545	35,610
GRADE 13 Ex (6K0) H	32,576.77	33,554.11	34,560.73	35,597.52	36,665.45	37,765.43	38,898.38	40,065.33	41,267.28	42,505.32	43,780.51	45,093.87	46,446.74	47,840.10	49,275.31
O	23,535	24,210	24,915	25,710	26,430	27,255	28,080	28,935	29,760	30,690	31,590	32,550	33,510	34,545	35,610
GRADE 13A Ex (6KA) H	33,716.98	34,728.48	35,770.36	36,843.45	37,948.75	39,087.22	40,259.82	41,467.63	42,711.65	43,993.00	45,312.78	46,672.21	48,072.33	49,514.52	50,999.95
O	24,300	25,035	25,815	26,565	27,390	28,200	29,055	29,925	30,810	31,755	32,700	33,660	34,695	35,760	36,825
GRADE 14 Ex (6L0) H	34,857.18	35,902.89	36,979.97	38,089.36	39,232.04	40,409.00	41,621.28	42,869.93	44,156.02	45,480.70	46,845.08	48,250.47	49,697.99	51,188.92	52,724.59
O	25,110	25,890	26,700	27,480	28,275	29,130	30,045	30,900	31,860	32,805	33,810	34,830	35,880	36,930	38,055
GRADE 14A Ex (6LA) H	36,077.17	37,159.48	38,274.26	39,422.48	40,605.17	41,823.29	43,078.03	44,370.38	45,701.48	47,072.52	48,484.69	49,939.23	51,437.38	52,980.55	54,569.96
O	25,980	26,820	27,600	28,440	29,295	30,180	31,080	31,995	32,970	33,960	34,980	36,030	37,080	38,205	39,390
GRADE 15 Ex (6M0) H	37,297.16	38,416.09	39,568.57	40,755.63	41,978.29	43,237.65	44,534.77	45,870.83	47,246.94	48,664.35	50,124.27	51,628.00	53,176.82	54,772.15	56,415.29
O	26,910	27,690	28,530	29,415	30,300	31,215	32,145	33,090	34,095	35,115	36,165	37,230	38,355	39,525	40,725
GRADE 15A Ex	38,602.56	39,760.64	40,953.45	42,182.07	43,447.52	44,750.95	46,093.49	47,476.30	48,900.58	50,367.59	51,878.62	53,434.98	55,038.02	56,689.17	58,389.83

## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP A1	2015 STEP A2
(6MA) H	18.57	19.12	19.70	20.30	20.93	21.55	22.19	22.85	23.51	24.23	24.97	25.70	26.48	27.28	28.10
O	27.855	28.680	29.550	30.450	31.395	32.325	33.285	34.275	35.265	36.345	37.455	38.550	39.720	40.920	42.150
GRADE 16 Ex															
(6N0) H	39,907.98	41,105.20	42,338.36	43,608.49	44,916.77	46,264.26	47,652.19	49,081.77	50,554.21	52,070.85	53,632.97	55,241.95	56,899.21	58,606.17	60,364.38
O	19.20	19.77	20.39	20.99	21.61	22.26	22.92	23.59	24.33	25.07	25.81	26.58	27.38	28.18	29.02
	28.800	29.655	30.585	31.485	32.415	33.390	34.380	35.385	36.495	37.605	38.715	39.870	41.070	42.270	43.530
GRADE 16A Ex															
(6NA) H	41,304.75	42,543.89	43,820.20	45,134.84	46,488.85	47,883.51	49,320.04	50,799.62	52,323.63	53,893.32	55,510.13	57,175.41	58,890.68	60,657.39	62,477.12
O	19.84	20.46	21.06	21.70	22.36	23.05	23.76	24.45	25.19	25.92	26.72	27.53	28.36	29.21	30.08
	29.760	30.690	31.590	32.550	33.540	34.575	35.640	36.675	37.785	38.880	40.080	41.295	42.540	43.815	45.120
GRADE 17 Ex															
(6O0) H	42,701.53	43,982.58	45,302.05	46,661.11	48,060.94	49,502.78	50,987.84	52,517.51	54,093.00	55,715.79	57,387.26	59,108.89	60,882.15	62,708.62	64,589.87
O	20.53	21.16	21.79	22.43	23.12	23.83	24.53	25.26	26.03	26.81	27.59	28.42	29.27	30.16	31.06
	30.795	31.740	32.685	33.645	34.680	35.745	36.795	37.890	39.045	40.215	41.385	42.630	43.905	45.240	46.590
GRADE 17A Ex															
(6OA) H	44,196.10	45,521.95	46,887.62	48,294.25	49,743.06	51,235.36	52,772.43	54,355.59	55,986.27	57,665.87	59,395.82	61,177.69	63,013.02	64,903.43	66,850.52
O	21.25	21.88	22.55	23.23	23.93	24.63	25.37	26.15	26.91	27.71	28.58	29.42	30.30	31.24	32.17
	31.875	32.820	33.825	34.845	35.895	36.945	38.055	39.225	40.365	41.565	42.870	44.130	45.450	46.860	48.255
GRADE 18 Ex															
(6P0) H	45,690.62	47,061.34	48,473.18	49,927.39	51,425.21	52,967.97	54,557.01	56,193.71	57,879.52	59,615.90	61,404.37	63,246.51	65,143.89	67,098.22	69,111.15
O	21.97	22.63	23.30	24.00	24.71	25.46	26.25	27.02	27.85	28.70	29.56	30.45	31.35	32.30	33.28
	32.955	33.945	34.950	36.000	37.065	38.190	39.375	40.530	41.775	43.050	44.340	45.675	47.025	48.450	49.920
GRADE 18A Ex															
(6PA) H	47,289.81	48,708.48	50,169.75	51,674.86	53,225.07	54,821.84	56,466.48	58,160.50	59,905.32	61,702.46	63,553.54	65,460.14	67,423.94	69,446.67	71,530.07
O	22.74	23.42	24.12	24.84	25.59	26.37	27.16	27.98	28.81	29.66	30.55	31.45	32.44	33.40	34.38
	34.110	35.130	36.180	37.260	38.385	39.555	40.740	41.970	43.215	44.490	45.825	47.175	48.660	50.100	51.570
GRADE 19 Ex															
(6Q0) H	48,888.98	50,355.65	51,866.31	53,422.30	55,024.97	56,675.74	58,376.00	60,127.28	61,931.10	63,789.00	65,702.69	67,673.78	69,703.99	71,795.09	73,948.97
O	23.50	24.21	24.95	25.68	26.45	27.27	28.09	28.91	29.80	30.67	31.62	32.55	33.53	34.55	35.56
	35.250	36.315	37.425	38.520	39.675	40.905	42.135	43.365	44.700	46.005	47.430	48.825	50.295	51.825	53.340
GRADE 19A Ex															
(6QA) H	50,600.08	52,118.09	53,681.62	55,292.08	56,950.85	58,659.39	60,419.13	62,231.75	64,098.68	66,021.63	68,002.28	70,042.36	72,143.62	74,307.92	76,537.16
O	24.35	25.10	25.83	26.60	27.41	28.21	29.05	29.94	30.85	31.77	32.70	33.69	34.71	35.76	36.82
	36.525	37.650	38.745	39.900	41.115	42.315	43.575	44.910	46.275	47.655	49.050	50.535	52.065	53.640	55.230
GRADE 20 Ex															
(6R0) H	52,311.19	53,880.50	55,496.92	57,161.87	58,876.72	60,643.02	62,462.32	64,336.19	66,266.26	68,254.24	70,301.88	72,410.92	74,583.27	76,820.77	79,125.38
O	25.16	25.89	26.68	27.51	28.34	29.19	30.05	30.97	31.88	32.85	33.82	34.82	35.89	36.97	38.08
	37.740	38.835	40.020	41.265	42.510	43.785	45.075	46.455	47.820	49.275	50.730	52.230	53.835	55.455	57.120
GRADE 20A Ex															
(6RA) H	54,142.09	55,766.35	57,439.36	59,162.54	60,937.41	62,765.53	64,648.47	66,587.93	68,585.58	70,643.13	72,762.45	74,945.32	77,193.65	79,509.48	81,894.76
O	26.06	26.84	27.62	28.45	29.30	30.19	31.10	32.04	33.01	33.98	35.00	36.05	37.13	38.24	39.41
	39.090	40.260	41.430	42.675	43.950	45.285	46.650	48.060	49.515	50.970	52.500	54.075	55.695	57.360	59.115
GRADE 21 Ex															
(6S0) H	55,972.97	57,652.15	59,381.74	61,163.20	62,998.07	64,888.04	66,834.66	68,839.69	70,904.89	73,032.04	75,223.02	77,479.69	79,804.11	82,198.21	84,664.15
O	26.90	27.71	28.57	29.41	30.29	31.23	32.16	33.11	34.12	35.12	36.16	37.26	38.39	39.54	40.71
	40.350	41.565	42.855	44.115	45.435	46.845	48.240	49.665	51.180	52.680	54.240	55.890	57.585	59.310	61.065
GRADE 21A Ex															
(6SA) H	57,932.03	59,670.00	61,460.11	63,303.90	65,203.01	67,159.11	69,173.86	71,249.11	73,386.57	75,588.18	77,855.81	80,191.50	82,597.21	85,075.15	87,627.39
O	27.87	28.72	29.58	30.47	31.37	32.33	33.30	34.29	35.33	36.39	37.47	38.59	39.75	40.95	42.17
	41.805	43.080	44.370	45.705	47.055	48.495	49.950	51.435	52.995	54.585	56.205	57.885	59.625	61.425	63.255
GRADE 22 Ex															
(6T0) H	59,891.09	61,687.80	63,538.43	65,444.62	67,407.95	69,430.21	71,513.09	73,658.48	75,868.23	78,144.29	80,488.61	82,903.28	85,390.36	87,952.06	90,590.66
O	28.80	29.65	30.54	31.44	32.43	33.39	34.37	35.43	36.48	37.60	38.71	39.87	41.08	42.30	43.59
	43.200	44.475	45.810	47.160	48.645	50.085	51.555	53.145	54.720	56.400	58.065	59.805	61.620	63.450	65.385
GRADE 22A Ex															
(6TA) H	61,987.28	63,846.90	65,762.32	67,735.16	69,767.23	71,860.25	74,016.07	76,236.51	78,523.63	80,879.34	83,305.73	85,804.90	88,379.04	91,030.43	93,761.33
O	29.82	30.69	31.64	32.57	33.55	34.59	35.58	36.67	37.75	38.90	40.05	41.25	42.51	43.77	45.09
	44.730	46.035	47.460	48.855	50.325	51.885	53.370	55.005	56.625	58.350	60.075	61.875	63.765	65.655	67.635

## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
GRADE 23 Ex (6U0) H	64,083.46	66,005.96	67,986.17	70,025.71	72,126.52	74,290.28	76,519.00	78,814.59	81,179.01	83,614.40	86,122.82	88,706.50	91,367.69	94,108.72	96,931.98
O	46.170	47.625	49.020	50.505	52.035	53.595	55.200	56.835	58.560	60.300	62.115	63.960	65.925	67.860	69.915
GRADE 23A Ex (6UA) H	66,326.38	68,316.19	70,365.66	72,476.63	74,650.93	76,890.48	79,197.17	81,573.08	84,020.29	86,540.89	89,137.12	91,811.22	94,565.55	97,402.53	100,324.62
O	31.88	32.85	33.82	34.83	35.91	36.98	38.09	39.23	40.41	41.60	42.85	44.15	45.48	46.84	48.24
GRADE 24 Ex (6V0) H	68,569.30	70,626.38	72,745.20	74,927.55	77,175.36	79,490.63	81,875.32	84,331.60	86,861.56	89,467.42	92,151.41	94,915.95	97,763.44	100,696.34	103,717.23
O	32.97	33.95	34.98	36.02	37.11	38.22	39.37	40.56	41.77	43.01	44.30	45.66	47.02	48.43	49.87
GRADE 24A Ex (6VA) H	70,969.25	73,098.33	75,291.27	77,550.00	79,876.51	82,272.79	84,740.98	87,283.19	89,901.70	92,598.74	95,376.69	98,238.02	101,185.15	104,220.71	107,347.35
O	34.13	35.14	36.18	37.28	38.41	39.56	40.73	41.96	43.23	44.53	45.86	47.23	48.64	50.11	51.61
GRADE 25 Ex (6W0) H	73,369.17	75,570.23	77,837.34	80,172.46	82,577.64	85,055.00	87,606.61	90,234.80	92,941.89	95,730.11	98,602.02	101,560.09	104,606.89	107,745.08	110,977.43
O	35.28	36.34	37.41	38.55	39.70	40.89	42.14	43.40	44.69	46.03	47.41	48.82	50.29	51.81	53.36
GRADE 25A Ex (6WA) H	75,937.09	78,215.21	80,561.62	82,978.51	85,467.87	88,031.87	90,672.85	93,393.03	96,194.84	99,080.68	102,053.11	105,114.69	108,268.13	111,516.16	114,861.64
O	36.51	37.62	38.74	39.90	41.10	42.34	43.61	44.91	46.27	47.65	49.09	50.56	52.06	53.63	55.25
GRADE 26 Ex (6X0) H	78,505.00	80,860.16	83,285.96	85,784.52	88,358.05	91,008.83	93,739.08	96,551.26	99,447.78	102,431.23	105,504.15	108,669.29	111,929.34	115,287.24	118,745.84
O	37.75	38.90	40.05	41.25	42.50	43.76	45.08	46.42	47.82	49.26	50.72	52.25	53.82	55.42	57.10
GRADE 26A Ex (6XA) H	81,252.69	83,690.27	86,200.98	88,787.01	91,450.60	94,245.12	97,019.94	99,930.55	102,928.46	106,016.31	109,196.80	112,472.68	115,846.90	119,322.30	122,901.95
O	39.07	40.25	41.46	42.70	43.99	45.28	46.66	48.07	49.50	50.99	52.50	54.10	55.72	57.38	59.09
GRADE 27 Ex (6Y0) H	84,000.35	86,520.36	89,115.98	91,789.45	94,543.13	97,379.43	100,300.81	103,309.85	106,409.12	109,601.39	112,889.46	116,276.12	119,764.44	123,357.34	127,058.07
O	40.40	41.59	42.84	44.14	45.47	46.83	48.21	49.67	51.16	52.71	54.28	55.91	57.59	59.33	61.12
GRADE 27A Ex (6YA) H	86,940.36	89,548.56	92,235.04	95,002.08	97,852.14	100,787.71	103,811.32	106,925.67	110,133.46	113,437.45	116,840.56	120,345.79	123,956.16	127,674.87	131,505.09
O	41.81	43.04	44.33	45.69	47.06	48.47	49.90	51.42	52.96	54.52	56.18	57.86	59.60	61.38	63.22
GRADE 28 Ex (6Z0) H	89,880.37	92,576.79	95,354.07	98,214.74	101,161.17	104,196.01	107,321.86	110,541.52	113,857.76	117,273.50	120,791.71	124,415.47	128,147.94	131,992.36	135,952.13
O	43.21	44.51	45.84	47.22	48.63	50.09	51.60	53.15	54.75	56.41	58.11	59.85	61.63	63.49	65.39
GRADE 28A Ex (6ZA) H	93,026.19	95,816.96	98,691.47	101,652.25	104,701.80	107,842.86	111,078.13	114,410.49	117,842.80	121,378.08	125,019.40	128,770.03	132,633.12	136,612.10	140,710.46
O	44.72	46.09	47.46	48.87	50.34	51.86	53.41	55.01	56.65	58.35	60.11	61.90	63.77	65.68	67.65
GRADE 29 Ex (600) H	96,171.99	99,057.16	102,028.89	105,089.75	108,242.44	111,489.70	114,834.41	118,279.42	121,827.81	125,482.65	129,247.14	133,124.53	137,118.29	141,231.84	145,468.77
O	46.26	47.64	49.07	50.55	52.05	53.62	55.24	56.89	58.61	60.36	62.18	64.01	65.95	67.92	69.96
GRADE 29A Ex (60A) H	99,538.01	102,524.15	105,599.89	108,767.90	112,030.92	115,391.85	118,853.62	122,419.21	126,091.78	129,874.56	133,770.77	137,783.91	141,917.43	146,174.96	150,560.17
O	47.85	49.30	50.77	52.30	53.88	55.49	57.17	58.88	60.64	62.45	64.34	66.26	68.25	70.29	72.42
GRADE 30 Ex (610) H	102,904.01	105,991.17	109,170.89	112,446.04	115,819.39	119,293.98	122,872.80	126,558.99	130,355.75	134,266.45	138,294.42	142,443.26	146,716.54	151,118.07	155,651.61
O	49.45	50.95	52.47	54.08	55.69	57.36	59.06	60.87	62.67	64.58	66.51	68.49	70.56	72.67	74.85
	74.175	76.425	78.705	81.120	83.535	86.040	88.590	91.305	94.005	96.870	99.765	102.735	105.840	109.005	112.275

## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
GRADE 30A Ex (61A) H	106,505.66	109,700.86	112,991.87	116,381.64	119,873.10	123,469.28	127,173.35	130,988.56	134,918.22	138,965.76	143,134.73	147,428.77	151,851.63	156,407.18	161,099.39
O	51.21	52.76	54.35	55.97	57.67	59.39	61.17	63.01	64.88	66.84	68.84	70.90	73.04	75.21	77.48
	76.815	79.140	81.525	83.955	86.505	89.085	91.755	94.515	97.320	100.260	103.260	106.350	109.560	112.815	116.220
GRADE 31 Ex (620) H	110,107.33	113,410.56	116,812.87	120,317.26	123,926.77	127,644.58	131,473.91	135,418.12	139,480.68	143,665.09	147,975.03	152,414.16	156,986.72	161,696.31	166,547.21
O	52.95	54.51	56.16	57.84	59.57	61.36	63.20	65.10	67.05	69.08	71.17	73.30	75.48	77.75	80.06
	79.425	81.765	84.240	86.760	89.355	92.040	94.800	97.650	100.575	103.620	106.755	109.950	113.220	116.625	120.090
GRADE 31A Ex (62A) H	113,961.09	117,379.91	120,901.30	124,528.35	128,264.19	132,112.12	136,075.47	140,157.75	144,362.48	148,693.38	153,154.15	157,748.79	162,481.27	167,355.70	172,376.37
O	54.79	56.44	58.14	59.89	61.67	63.53	65.44	67.38	69.42	71.49	73.65	75.85	78.14	80.48	82.88
	82.185	84.660	87.210	89.835	92.505	95.295	98.160	101.070	104.130	107.235	110.475	113.775	117.210	120.720	124.320
GRADE 32 Ex (630) H	117,814.85	121,349.28	124,989.75	128,739.46	132,601.63	136,579.69	140,677.06	144,897.38	149,244.31	153,721.65	158,333.27	163,083.28	167,975.78	173,015.07	178,205.50
O	56.63	58.33	60.10	61.89	63.76	65.67	67.64	69.67	71.76	73.90	76.13	78.43	80.76	83.21	85.70
	84.945	87.495	90.150	92.835	95.640	98.505	101.460	104.505	107.640	110.850	114.195	117.645	121.140	124.815	128.550
GRADE 32A Ex (63A) H	121,938.34	125,596.51	129,364.42	133,245.34	137,242.71	141,359.98	145,600.79	149,968.80	154,467.85	159,101.89	163,874.94	168,791.19	173,854.94	179,070.60	184,442.69
O	58.63	60.40	62.23	64.07	65.99	67.98	70.03	72.10	74.28	76.50	78.80	81.16	83.60	86.12	88.71
	87.945	90.600	93.345	96.105	98.985	101.970	105.045	108.150	111.420	114.750	118.200	121.740	125.400	129.180	133.065
GRADE 33 Ex (640) H	126,061.86	129,843.74	133,739.05	137,751.20	141,883.75	146,140.25	150,524.47	155,040.18	159,691.40	164,482.13	169,416.64	174,499.09	179,734.11	185,126.11	190,679.89
O	60.60	62.42	64.32	66.24	68.23	70.27	72.39	74.55	76.78	79.08	81.47	83.92	86.43	89.01	91.68
	90.900	93.630	96.480	99.360	102.345	105.405	108.585	111.825	115.170	118.620	122.205	125.880	129.645	133.515	137.520
GRADE 33A Ex (64A) H	130,474.03	134,388.27	138,419.92	142,572.51	146,849.69	151,255.17	155,792.80	160,466.58	165,280.60	170,239.05	175,346.20	180,606.59	186,024.79	191,605.52	197,353.69
O	62.71	64.62	66.55	68.55	70.61	72.72	74.90	77.14	79.47	81.84	84.31	86.86	89.45	92.11	94.88
	94.065	96.930	99.825	102.825	105.915	109.080	112.350	115.710	119.205	122.760	126.465	130.290	134.175	138.165	142.320
GRADE 34 Ex (650) H	134,886.18	138,932.81	143,100.78	147,393.80	151,815.60	156,370.10	161,061.18	165,893.02	170,869.80	175,995.90	181,275.79	186,714.03	192,315.49	198,084.95	204,027.50
O	64.84	66.79	68.81	70.85	73.00	75.18	77.45	79.76	82.16	84.62	87.15	89.79	92.49	95.25	98.11
	97.260	100.185	103.215	106.275	109.500	112.770	116.175	119.640	123.240	126.930	130.725	134.685	138.735	142.875	147.165
GRADE 34A Ex (65A) H	139,607.21	143,795.45	148,109.30	152,552.60	157,129.15	161,843.03	166,698.32	171,699.26	176,850.25	182,155.75	187,620.44	193,249.03	199,046.56	205,017.93	211,168.47
O	67.13	69.12	71.23	73.35	75.54	77.81	80.15	82.55	85.02	87.57	90.19	92.93	95.70	98.57	101.54
	100.695	103.680	106.845	110.025	113.310	116.715	120.225	123.825	127.530	131.355	135.285	139.395	143.550	147.855	152.310
GRADE 35 Ex (660) H	144,328.22	148,658.07	153,117.83	157,711.37	162,442.70	167,315.99	172,335.46	177,505.52	182,830.68	188,315.61	193,965.11	199,783.99	205,777.57	211,950.87	218,309.40
O	69.40	71.48	73.63	75.83	78.12	80.46	82.86	85.36	87.90	90.56	93.27	96.06	98.96	101.93	104.99
	104.100	107.220	110.445	113.745	117.180	120.690	124.290	128.040	131.850	135.840	139.905	144.090	148.440	152.895	157.485
GRADE 35A Ex (66A) H	149,379.72	153,861.14	158,476.94	163,231.26	168,128.20	173,172.04	178,367.20	183,718.21	189,229.76	194,906.65	200,753.90	206,776.45	212,979.78	219,369.17	225,950.24
O	71.82	73.98	76.19	78.48	80.82	83.26	85.76	88.34	90.99	93.71	96.53	99.41	102.39	105.45	108.63
	107.730	110.970	114.285	117.720	121.230	124.890	128.640	132.510	136.485	140.565	144.795	149.115	153.585	158.175	162.945
GRADE 36 Ex (670) H	154,431.21	159,064.16	163,836.09	168,751.14	173,813.70	179,028.12	184,398.96	189,930.91	195,628.85	201,497.70	207,542.66	213,768.91	220,182.02	226,787.46	233,591.06
O	74.26	76.47	78.77	81.13	83.57	86.08	88.67	91.32	94.08	96.90	99.81	102.80	105.87	109.04	112.32
	111.390	114.705	118.155	121.695	125.355	129.120	133.005	136.980	141.120	145.350	149.715	154.200	158.805	163.560	168.480
GRADE 36A Ex (67A) H	159,836.29	164,631.42	169,570.34	174,657.44	179,897.19	185,294.08	190,852.90	196,578.48	202,475.83	208,550.11	214,806.64	221,250.82	227,888.37	234,725.01	241,766.76
O	76.86	79.16	81.54	83.99	86.51	89.09	91.78	94.51	97.33	100.25	103.25	106.36	109.55	112.87	116.23
	115.290	118.740	122.310	125.985	129.765	133.635	137.670	141.765	145.995	150.375	154.875	159.540	164.325	169.305	174.345

GRADE	2015			2015			2015			2015		
	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL8	STEP AL9	STEP AL10	STEP AL11	STEP AL12	STEP AL13	STEP AL14
GRADE 1	Ex	22,540.11	23,211.25	23,907.60	24,624.81	25,363.55						
	H	10.93	11.27	11.60	11.96	12.31						
	O	16.395	16.905	17.400	17.940	18.465						
GRADE 1A	Ex	23,329.02	24,023.64	24,744.35	25,486.71	26,251.29						
	H	11.21	11.55	11.90	12.26	12.61						
	O	16.815	17.325	17.850	18.390	18.915						
GRADE 2	Ex	24,117.93	24,836.04	25,581.13	26,348.56	27,138.99						
	H	11.62	11.95	12.32	12.68	13.06						
	O	17.430	17.925	18.480	19.020	19.590						
GRADE 2A	Ex	24,962.06	25,705.29	26,476.44	27,270.78	28,088.88						
	H	12.00	12.38	12.74	13.12	13.53						
	O	18.000	18.570	19.110	19.680	20.295						
GRADE 3 (6A0)	Ex	25,806.19	26,574.55	27,371.79	28,192.91	29,038.74						
	H	12.41	12.79	13.15	13.56	13.96						
	O	18.615	19.185	19.725	20.340	20.940						
GRADE 3A (6AA)	Ex	26,709.38	27,504.67	28,329.82	29,179.71	30,055.10						
	H	12.85	13.22	13.65	14.05	14.47						
	O	19.275	19.830	20.475	21.075	21.705						
GRADE 4 (6B0)	Ex	27,612.60	28,434.78	29,287.82	30,166.46	31,071.45						
	H	13.29	13.69	14.09	14.51	14.95						
	O	19.935	20.535	21.135	21.765	22.425						
GRADE 4A (6BA)	Ex	28,579.07	29,429.98	30,312.90	31,222.29	32,158.95						
	H	13.74	14.16	14.58	15.03	15.45						
	O	20.610	21.240	21.870	22.545	23.175						
GRADE 5 (6C0)	Ex	29,545.47	30,425.21	31,337.95	32,278.11	33,246.43						
	H	14.21	14.62	15.07	15.51	16.00						
	O	21.315	21.930	22.605	23.265	24.000						
GRADE 5A (6CA)	Ex	30,579.57	31,490.10	32,434.81	33,407.83	34,410.06						
	H	14.75	15.19	15.66	16.12	16.59						
	O	22.125	22.785	23.490	24.180	24.885						
GRADE 6 (6D0)	Ex	31,613.68	32,554.99	33,531.64	34,537.57	35,573.72						
	H	15.23	15.70	16.15	16.63	17.15						
	O	22.845	23.550	24.225	24.945	25.725						
GRADE 6A (6DA)	Ex	32,720.16	33,694.40	34,705.22	35,746.39	36,818.78						
	H	15.76	16.21	16.70	17.21	17.71						
	O	23.640	24.315	25.050	25.815	26.565						
GRADE 7 (6E0)	Ex	33,826.63	34,833.83	35,878.84	36,955.19	38,063.87						
	H	16.26	16.75	17.25	17.78	18.30						
	O	24.390	25.125	25.875	26.670	27.450						
GRADE 7A (6EA)	Ex	35,010.56	36,053.04	37,134.59	38,248.63	39,396.12						
	H	16.84	17.32	17.87	18.39	18.95						
	O	25.260	25.980	26.805	27.585	28.425						
GRADE 8 (6F0)	Ex	36,194.50	37,272.20	38,390.36	39,542.07	40,728.34						
	H	17.42	17.94	18.45	19.01	19.59						



GRADE	2015		2015		2015		2015		2015	
	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL8	STEP AL9	STEP AL10	STEP AL11	STEP AL12
O	26.130	26.910	27.675	28.515	29.385					
GRADE 8A Ex (6FA) H	37,461.31	38,576.73	39,734.02	40,926.05	42,153.80					
O	18.04	18.57	19.12	19.68	20.29					
	27.060	27.855	28.680	29.520	30.435					
GRADE 9 Ex (6GO) H	38,728.12	39,881.26	41,077.69	42,310.02	43,579.32					
O	18.67	19.25	19.80	20.41	21.01					
	28.005	28.875	29.700	30.615	31.515					
GRADE 9A Ex (6GA) H	40,083.63	41,277.10	42,515.41	43,790.84	45,104.60					
O	19.30	19.85	20.47	21.07	21.72					
	28.950	29.775	30.705	31.605	32.580					
GRADE 10 Ex (6HO) H	41,439.12	42,672.93	43,953.12	45,271.69	46,629.86					
O	19.92	20.52	21.14	21.77	22.42					
	29.880	30.780	31.710	32.655	33.630					
GRADE 10A Ex (6HA) H	42,889.44	44,166.48	45,491.48	46,856.21	48,261.92					
O	20.60	21.24	21.87	22.54	23.22					
	30.900	31.860	32.805	33.810	34.830					
GRADE 11 Ex (6IO) H	44,339.81	45,660.04	47,029.83	48,440.74	49,893.95					
O	21.32	21.97	22.63	23.30	24.00					
	31.980	32.955	33.945	34.950	36.000					
GRADE 11A Ex (6IA) H	45,891.68	47,258.13	48,675.88	50,136.17	51,640.26					
O	22.11	22.75	23.43	24.14	24.86					
	33.165	34.125	35.145	36.210	37.290					
GRADE 12 Ex (6JO) H	47,443.60	48,856.26	50,321.91	51,831.58	53,386.54					
O	22.82	23.49	24.20	24.94	25.67					
	34.230	35.235	36.300	37.410	38.505					
GRADE 12A Ex (6JA) H	49,104.12	50,566.19	52,083.19	53,645.70	55,255.06					
O	23.60	24.34	25.09	25.82	26.59					
	35.400	36.510	37.635	38.730	39.885					
GRADE 13 Ex (6KO) H	50,753.56	52,276.18	53,844.43	55,459.79	57,123.59					
O	24.43	25.17	25.90	26.68	27.51					
	36.645	37.755	38.850	40.020	41.265					
GRADE 13A Ex (6KA) H	52,541.43	54,105.84	55,729.01	57,400.89	59,122.93					
O	25.28	26.05	26.83	27.61	28.44					
	37.920	39.075	40.245	41.415	42.660					
GRADE 14 Ex (6LO) H	54,318.18	55,935.52	57,613.58	59,341.99	61,122.24					
O	26.15	26.91	27.71	28.55	29.40					
	39.225	40.365	41.565	42.825	44.100					
GRADE 14A Ex (6LA) H	56,219.34	57,893.27	59,630.04	61,418.98	63,261.53					
O	27.04	27.86	28.71	29.57	30.46					
	40.560	41.790	43.065	44.355	45.690					
GRADE 15 Ex (6MO) H	58,120.44	59,850.99	61,646.53	63,495.93	65,400.80					
O	27.97	28.80	29.65	30.54	31.44					
	41.955	43.200	44.475	45.810	47.160					
GRADE 15A Ex	60,154.67	61,945.77	63,804.16	65,718.27	67,689.84					

GRADE	2015		2015		2015		2015		2015	
	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL8	STEP AL9	STEP AL10	STEP AL11	STEP AL12
(6MA)	H	28.92	29.81	30.68	31.62	32.55	33.48	34.41	35.34	36.27
	O	43.380	44.715	46.020	47.430	48.825	50.210	51.595	52.980	54.365
GRADE 16	Ex	62,175.31	64,040.55	65,961.79	67,940.65	69,978.86	72,077.07	74,248.11	76,484.15	78,791.19
(6NO)	H	29.91	30.79	31.73	32.66	33.65	34.64	35.63	36.62	37.61
	O	44.865	46.185	47.595	48.990	50.475	51.945	53.405	54.855	56.295
GRADE 16A	Ex	64,365.48	66,281.99	68,270.43	70,318.56	72,428.11	74,598.15	76,828.19	79,118.23	81,468.27
(6NA)	H	30.99	31.90	32.88	33.86	34.86	35.86	36.86	37.86	38.86
	O	46.485	47.850	49.320	50.790	52.290	53.790	55.290	56.790	58.290
GRADE 17	Ex	66,542.09	68,523.40	70,579.10	72,696.48	74,877.38	77,122.42	79,438.46	81,824.50	84,290.54
(6OO)	H	32.01	32.97	33.95	34.97	36.01	37.06	38.11	39.16	40.21
	O	48.015	49.455	50.925	52.455	54.015	55.545	57.075	58.595	60.105
GRADE 17A	Ex	68,871.07	70,921.72	73,049.38	75,240.84	77,498.07	79,812.11	82,191.15	84,635.19	87,144.23
(6OA)	H	33.12	34.13	35.14	36.18	37.27	38.36	39.45	40.54	41.63
	O	49.680	51.195	52.710	54.270	55.905	57.515	59.105	60.685	62.255
GRADE 18	Ex	71,200.04	73,320.07	75,519.66	77,785.24	80,118.77	82,522.92	84,994.17	87,532.51	90,037.04
(6PO)	H	34.27	35.31	36.37	37.45	38.57	39.69	40.81	41.93	43.05
	O	51.405	52.965	54.555	56.175	57.855	59.505	61.225	62.925	64.605
GRADE 18A	Ex	73,692.05	75,886.23	78,162.84	80,507.70	82,922.92	85,418.44	87,894.16	90,449.08	93,084.20
(6PA)	H	35.44	36.49	37.60	38.71	39.87	41.04	42.24	43.44	44.64
	O	53.160	54.735	56.400	58.065	59.805	61.515	63.205	64.875	66.525
GRADE 19	Ex	76,184.09	78,452.48	80,806.00	83,230.20	85,727.10	88,297.60	90,938.49	93,649.68	96,431.07
(6QO)	H	36.64	37.74	38.89	40.04	41.24	42.49	43.74	44.99	46.24
	O	54.960	56.610	58.335	60.060	61.860	63.635	65.445	67.285	69.155
GRADE 19A	Ex	78,850.51	81,198.27	83,634.24	86,143.26	88,727.57	91,396.17	94,148.95	96,985.93	99,899.11
(6QA)	H	37.92	39.06	40.23	41.45	42.69	43.93	45.17	46.41	47.65
	O	56.880	58.590	60.345	62.175	64.035	65.925	67.845	69.785	71.745
GRADE 20	Ex	81,499.15	83,944.12	86,462.46	89,056.32	91,728.02	94,478.50	97,307.78	100,215.86	103,202.74
(6RO)	H	39.21	40.40	41.59	42.84	44.14	45.44	46.74	48.04	49.34
	O	58.815	60.600	62.385	64.260	66.210	68.135	70.095	72.095	74.125
GRADE 20A	Ex	84,370.03	86,882.15	89,488.63	92,173.29	94,938.49	97,782.29	100,704.69	103,705.69	106,785.29
(6RA)	H	40.59	41.80	43.03	44.32	45.67	47.04	48.44	49.84	51.24
	O	60.885	62.700	64.545	66.480	68.505	70.515	72.565	74.645	76.755
GRADE 21	Ex	87,223.13	89,820.21	92,514.80	95,290.24	98,148.95	101,089.95	104,114.45	107,223.45	110,415.95
(6SO)	H	41.94	43.21	44.51	45.84	47.21	48.64	50.11	51.61	53.11
	O	62.910	64.815	66.765	68.760	70.815	72.845	74.905	76.995	79.115
GRADE 21A	Ex	90,275.92	92,963.92	95,752.84	98,625.42	101,584.17	104,625.17	107,745.17	110,944.17	114,222.17
(6SA)	H	43.43	44.72	46.07	47.45	48.86	50.31	51.79	53.29	54.81
	O	65.145	67.080	69.105	71.175	73.290	75.445	77.635	79.860	82.115
GRADE 22	Ex	93,328.77	96,107.61	98,990.84	101,960.56	105,019.38	108,167.38	111,403.38	114,727.38	118,140.38
(6TO)	H	44.89	46.25	47.61	49.04	50.52	52.04	53.59	55.17	56.74
	O	67.335	69.375	71.415	73.560	75.780	78.085	80.475	82.950	85.445
GRADE 22A	Ex	96,595.27	99,471.38	102,455.52	105,529.20	108,695.04	111,953.04	115,293.04	118,715.04	122,227.04
(6TA)	H	46.43	47.83	49.27	50.74	52.26	53.79	55.34	56.91	58.49
	O	69.645	71.745	73.905	76.110	78.390	80.745	83.185	85.610	88.015

GRADE	2015 STEP AL3	2015 STEP AL4	2015 STEP AL5	2015 STEP AL6	2015 STEP AL7
GRADE 23 Ex (6U0)	99,861.76 H 48.02 O 72.030	102,835.14 49.43 74.145	105,920.22 50.93 76.395	109,097.81 52.44 78.660	112,370.74 54.06 81.090
GRADE 23A Ex (6UA)	103,356.94 H 49.69 O 74.535	106,434.40 51.18 76.770	109,627.39 52.73 79.095	112,916.21 54.30 81.450	116,303.72 55.93 83.895
GRADE 24 Ex (6V0)	106,852.10 H 51.39 O 77.085	110,033.62 52.92 79.380	113,334.61 54.49 81.735	116,734.67 56.12 84.180	120,236.69 57.81 86.715
GRADE 24A Ex (6VA)	110,591.92 H 53.16 O 79.740	113,884.78 54.77 82.155	117,301.34 56.42 84.630	120,820.38 58.12 87.180	124,445.01 59.86 89.790
GRADE 25 Ex (6W0)	114,331.73 H 54.96 O 82.440	117,735.98 56.60 84.900	121,268.05 58.30 87.450	124,906.09 60.06 90.090	128,653.27 61.86 92.790
GRADE 25A Ex (6WA)	118,333.35 H 56.90 O 85.350	121,856.71 58.62 87.930	125,512.43 60.37 90.555	129,277.82 62.20 93.300	133,156.13 64.02 96.030
GRADE 26 Ex (6X0)	122,334.94 H 58.81 O 88.215	125,977.47 60.57 90.855	129,756.79 62.39 93.585	133,649.49 64.28 96.420	137,658.98 66.19 99.285
GRADE 26A Ex (6XA)	126,616.67 H 60.89 O 91.335	130,386.71 62.70 94.050	134,298.30 64.60 96.900	138,327.23 66.53 99.795	142,477.07 68.51 102.765
GRADE 27 Ex (6Y0)	130,898.39 H 62.96 O 94.440	134,795.92 64.82 97.230	138,839.78 66.77 100.155	143,004.98 68.77 103.155	147,295.13 70.83 106.245
GRADE 27A Ex (6YA)	135,479.83 H 65.12 O 97.680	139,513.75 67.09 100.635	143,699.17 69.09 103.635	148,010.15 71.19 106.785	152,450.46 73.32 109.980
GRADE 28 Ex (6Z0)	140,061.29 H 67.34 O 101.010	144,231.62 69.38 104.070	148,558.55 71.45 107.175	153,015.32 73.59 110.385	157,605.79 75.80 113.700
GRADE 28A Ex (6ZA)	144,963.44 H 69.68 O 104.520	149,279.72 71.78 107.670	153,758.13 73.92 110.880	158,370.86 76.15 114.225	163,121.99 78.44 117.660
GRADE 29 Ex (600)	149,865.59 H 72.05 O 108.075	154,327.86 74.22 111.330	158,957.68 76.45 114.675	163,726.38 78.75 118.125	168,638.17 81.11 121.665
GRADE 29A Ex (60A)	155,110.85 H 74.59 O 111.885	159,729.31 76.81 115.215	164,521.17 79.12 118.680	169,456.81 81.50 122.250	174,540.51 83.96 125.940
GRADE 30 Ex (610)	160,356.16 H 77.09 O 115.635	165,130.78 79.43 119.145	170,084.70 81.80 122.700	175,187.22 84.24 126.360	180,442.86 86.76 130.140

GRADE	2015 STEP AL3	2015 STEP AL4	2015 STEP AL5	2015 STEP AL6	2015 STEP AL7
GRADE 30A Ex (61A) H O	165,968.62 79.80 119,700	170,910.35 82.19 123.285	176,037.67 84.64 126.960	181,318.80 87.16 130.740	186,758.35 89.80 134,700
GRADE 31 Ex (620) H O	171,581.10 82.48 123,720	176,689.94 84.97 127.455	181,990.63 87.52 131.280	187,450.34 90.13 135.195	193,073.87 92.85 139,275
GRADE 31A Ex (62A) H O	177,586.43 85.38 128,070	182,874.09 87.91 131.865	188,360.31 90.59 135.885	194,011.11 93.28 139.920	199,831.45 96.07 144,105
GRADE 32 Ex (630) H O	183,591.77 88.26 132,390	189,058.23 90.89 136.335	194,729.98 93.64 140.460	200,571.89 96.47 144.705	206,589.04 99.34 149,010
GRADE 32A Ex (63A) H O	190,017.46 91.35 137,025	195,675.27 94.11 141.165	201,545.51 96.93 145.395	207,591.91 99.83 149.745	213,819.66 102.82 154,230
GRADE 33 Ex (640) H O	196,443.19 94.44 141,660	202,292.30 97.26 145.890	208,361.06 100.19 150.285	214,611.89 103.19 154.785	221,050.26 106.30 159,450
GRADE 33A Ex (64A) H O	203,318.70 97.75 146,625	209,372.52 100.68 151.020	215,653.70 103.69 155.535	222,123.31 106.80 160.200	228,787.01 110.02 165,030
GRADE 34 Ex (650) H O	210,194.24 101.06 151,590	216,452.79 104.08 156.120	222,946.34 107.20 160.800	229,634.73 110.42 165.630	236,523.77 113.73 170.595
GRADE 34A Ex (65A) H O	217,551.01 104.59 156,885	224,028.61 107.71 161.565	230,749.47 110.94 166.410	237,671.95 114.28 171.420	244,802.12 117.70 176,550
GRADE 35 Ex (660) H O	224,907.81 108.14 162,210	231,604.46 111.36 167.040	238,552.60 114.71 172.065	245,709.15 118.16 177.240	253,080.45 121.69 182,535
GRADE 35A Ex (66A) H O	232,779.59 111.90 167,850	239,710.61 115.26 172.890	246,901.92 118.73 178.095	254,308.98 122.28 183.420	261,938.24 125.94 188.910
GRADE 36 Ex (670) H O	240,651.37 115.70 173,550	247,816.76 119.15 178.725	255,251.28 122.72 184.080	262,908.79 126.43 189.645	270,796.07 130.23 195,345
GRADE 36A Ex (67A) H O	249,074.16 119.72 179,580	256,490.35 123.31 184,965	264,185.05 127.02 190.530	272,110.60 130.82 196.230	280,273.91 134.75 202,125